STATUTORY INSTRUMENTS

1963 No. 1232

EDUCATION, ENGLAND AND WALES

TEACHERS

The Remuneration of Teachers (Farm Institutes) Order 1963

Made - - - -	15*th July* 1963
Laid before Parliament	19*th July* 1963
Coming into Operation	20*th July* 1963

The Minister of Education, in exercise of the powers conferred upon him by section 1 of the Remuneration of Teachers Act 1963(a), hereby makes the following order:—

Citation and Commencement

1.—(1) This Order may be cited as the Remuneration of Teachers (Farm Institutes) Order 1963.

(2) This Order shall come into operation on 20th July 1963 and shall take effect as from 1st April 1963.

Interpretation

2.—(1) In this Order "the Report" means the Report of the Committee on Scales of Salaries for the Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects, England and Wales, 1961.

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

Remuneration of Teachers

3.—(1) With effect from 1st April 1963 the remuneration payable to full-time teachers employed as members of the teaching staff of farm institutes maintained by local education authorities or as teachers of agricultural subjects (including horticultural and related subjects) on the staff of local education authorities shall, subject to the provisions of this Order, be determined in accordance with the scales and other provisions contained in the Report as amended by the Schedule to this Order and local education authorities shall pay to such teachers remuneration so determined.

(2) The remuneration payable to any teacher to whom this Order relates shall while this Order remains in force be not less than it would have been if this Order had not been made.

Revocation

4.—(1) The Remuneration of Teachers (Farm Institutes) Order 1961(c) is hereby revoked.

(2) Section 38(2) of the Interpretation Act 1889 (which relates to the effect of repeals) shall have effect in relation to an order revoked by this Order as if such order were an enactment repealed by an Act.

(a) 1963 c. 20. (b) 52 & 53 Vict. c. 63. (c) S.I. 1961/2379 (1961 III, p. 4383).

SCHEDULE

AMENDMENTS TO THE REPORT OF THE COMMITTEE ON SCALES OF SALARIES FOR THE TEACHING STAFF OF FARM INSTITUTES AND FOR TEACHERS OF AGRICULTURAL (INCLUDING HORTICULTURAL) SUBJECTS, ENGLAND AND WALES, 1961.

1. Throughout the Report "Assistant Lecturer Grade A" and "Assistant Lecturer Grade B" shall be substituted for "Assistant Grade A" and "Assistant Grade B"; and, wherever the context so requires, "Assistant Lecturer" shall be substituted for "Assistant".

2. Section A of the Report (which relates to the duration of the Scales) shall be deleted.

3. The following Section shall be substituted for Section F of the Report:—

"SECTION F

ASSISTANT LECTURERS GRADE A AND ASSISTANT LECTURERS GRADE B

1. The scales for Assistant Lecturers (Grade A and Grade B), which are set out in paragraphs 2 and 3 below, are constructed in the following manner. To Group I (Scale B) for Assistant Lecturers Grade A in paragraph 2 below, and to Group I (Scale B) for Assistant Lecturers Grade B in paragraph 3 below, which apply to non-graduate Assistant Lecturers Grade A and Grade B respectively, there have been added to the minimum and maximum:—

(*a*) Training increments up to a maximum of three increments for Assistant Lecturers who, through study and/or training, satisfy the conditions laid down in Appendix III.

(*b*) A graduate addition of £100 for Assistant Lecturers who hold any of the qualifications set out in Part B of Appendix IV.

(*c*) A further £120 for Assistant Lecturers who hold a good honours degree or higher degree or Diploma in Technology (Honours) as defined in Part C of Appendix IV.

2. Scales of Salaries for Assistant Lecturers Grade A

GROUP I
Non-Graduates

Incremental Point	SCALE B Assistant Lecturer not eligible to receive any training increment	SCALE C Assistant Lecturer with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Assistant Lecturer with five years' study and/or training (or otherwise eligible for two training increments)
	£	£	£
0	630	660	690
1	660	690	740
2	690	740	800
3	740	800	860
4	800	860	910
5	860	910	940
6	910	940	970
7	940	970	1,000
8	970	1,000	1,030
9	1,000	1,030	1,070
10	1,030	1,070	1,110
11	1,070	1,110	1,160
12	1,110	1,160	1,220
13	1,160	1,220	1,250
14	1,220	1,250	1,280
15	1,250	1,280	1,310

GROUP II

Graduates (other than Good Honours Graduates)

Incremental Point	SCALE B Assistant Lecturer not eligible to receive any training increment	SCALE C Assistant Lecturer with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Assistant Lecturer with five years' study and/or training (or otherwise eligible for two training increments)	SCALE E Assistant Lecturer with six years' study and/or training (or otherwise eligible for three training increments)
	£	£	£	£
0	730	760	790	840
1	760	790	840	900
2	790	840	900	960
3	840	900	960	1,010
4	900	960	1,010	1,040
5	960	1,010	1,040	1,070
6	1,010	1,040	1,070	1,100
7	1,040	1,070	1,100	1,130
8	1,070	1,100	1,130	1,170
9	1,100	1,130	1,170	1,210
10	1,130	1,170	1,210	1,260
11	1,170	1,210	1,260	1,320
12	1,210	1,260	1,320	1,350
13	1,260	1,320	1,350	1,380
14	1,320	1,350	1,380	1,410
15	1,350	1,380	1,410	1,440

GROUP III

Good Honours Graduates

Incremental Point	SCALE B Assistant Lecturer not eligible to receive any training increment	SCALE C Assistant Lecturer with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Assistant Lecturer with five years' study and/or training (or otherwise eligible for two training increments)	SCALE E Assistant Lecturer with six years' study and/or training (or otherwise eligible for three training increments)
	£	£	£	£
0	850	880	910	960
1	880	910	960	1,020
2	910	960	1,020	1,080
3	960	1,020	1,080	1,130
4	1,020	1,080	1,130	1,160
5	1,080	1,130	1,160	1,190
6	1,130	1,160	1,190	1,220
7	1,160	1,190	1,220	1,250
8	1,190	1,220	1,250	1,290
9	1,220	1,250	1,290	1,330
10	1,250	1,290	1,330	1,380
11	1,290	1,330	1,380	1,440
12	1,330	1,380	1,440	1,470
13	1,380	1,440	1,470	1,500
14	1,440	1,470	1,500	1,530
15	1,470	1,500	1,530	1,560

3. Scales of Salaries for Assistant Lecturers Grade B.

GROUP I

Non-Graduates

Incremental Point	SCALE B Assistant Lecturer not eligible to receive any training increment	SCALE C Assistant Lecturer with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Assistant Lecturer with five years' study and/or training (or otherwise eligible for two training increments)
	£	£	£
0	730	760	790
1	760	790	840
2	790	840	900
3	840	900	960
4	900	960	1,010
5	960	1,010	1,040
6	1,010	1,040	1,070
7	1,040	1,070	1,100
8	1,070	1,100	1,130
9	1,100	1,130	1,170
10	1,130	1,170	1,210
11	1,170	1,210	1,260
12	1,210	1,260	1,320
13	1,260	1,320	1,350
14	1,320	1,350	1,380
15	1,350	1,380	1,410
16	1,380	1,410	1,450
17	1,410	1,450	1,480
18	1,450	1,480	1,510

GROUP II

Graduates (other than Good Honours Graduates)

Incremental Point	SCALE B Assistant Lecturer not eligible to receive any training increment	SCALE C Assistant Lecturer with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Assistant Lecturer with five years' study and/or training (or otherwise eligible for two training increments)	SCALE E Assistant Lecturer with six years' study and/or training (or otherwise eligible for three training increments)
	£	£	£	£
0	830	860	890	940
1	860	890	940	1,000
2	890	940	1,000	1,060
3	940	1,000	1,060	1,110
4	1,000	1,060	1,110	1,140
5	1,060	1,110	1,140	1,170
6	1,110	1,140	1,170	1,200
7	1,140	1,170	1,200	1,230
8	1,170	1,200	1,230	1,270
9	1,200	1,230	1,270	1,310
10	1,230	1,270	1,310	1,360
11	1,270	1,310	1,360	1,420
12	1,310	1,360	1,420	1,450
13	1,360	1,420	1,450	1,480
14	1,420	1,450	1,480	1,510
15	1,450	1,480	1,510	1,550
16	1,480	1,510	1,550	1,580
17	1,510	1,550	1,580	1,610
18	1,550	1,580	1,610	1,640

GROUP III

Good Honours Graduates

Incremental Point	SCALE B Assistant Lecturer not eligible to receive any training increment	SCALE C Assistant Lecturer with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Assistant Lecturer with five years' study and/or training (or otherwise eligible for two training increments)	SCALE E Assistant Lecturer with six years' study and/or training (or otherwise eligible for three training increments)
	£	£	£	£
0	950	980	1,010	1,060
1	980	1,010	1,060	1,120
2	1,010	1,060	1,120	1,180
3	1,060	1,120	1,180	1,230
4	1,120	1,180	1,230	1,260
5	1,180	1,230	1,260	1,290
6	1,230	1,260	1,290	1,320
7	1,260	1,290	1,320	1,350
8	1,290	1,320	1,350	1,390
9	1,320	1,350	1,390	1,430
10	1,350	1,390	1,430	1,480
11	1,390	1,430	1,480	1,540
12	1,430	1,480	1,540	1,570
13	1,480	1,540	1,570	1,600
14	1,540	1,570	1,600	1,630
15	1,570	1,600	1,630	1,670
16	1,600	1,630	1,670	1,700
17	1,630	1,670	1,700	1,730
18	1,670	1,700	1,730	1,760

4. (*a*) Assistant Lecturers, other than those referred to in sub-paragraphs (*b*) and (*c*) below, shall be placed in Group I of the scales in paragraph 2 above in the case of Assistant Lecturers Grade A and in Group I of the scales in paragraph 3 above in the case of Assistant Lecturers Grade B.

(*b*) Assistant Lecturers who hold any of the qualifications set out in Part B of Appendix IV shall be placed in Group II of the scales in paragraph 2 above in the case of Assistant Lecturers Grade A and in Group II of the scales in paragraph 3 above in the case of Assistant Lecturers Grade B.

(*c*) Assistant Lecturers who hold any of the qualifications set out in Part C of Appendix IV shall be placed in Group III of the scales in paragraph 2 above in the case of Assistant Lecturers Grade A and in Group III of the scales in paragraph 3 above in the case of Assistant Lecturers Grade B.

5. Assistant Lecturers who satisfy the provisions of Appendix III shall receive Scale C, D or E in the appropriate group in accordance with those provisions: all other Assistant Lecturers shall receive Scale B in the appropriate group.

6. Where an Assistant Lecturer Grade B has responsibilities of a supervisory or administrative nature which, in the opinion of the Local Education Authority, justify an allowance over and above the scale salary, the Local Education Authority may pay an allowance of £150 per annum.

7. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of an Assistant Lecturer upon the scales, are indicated in Appendices I and II."

4. Section G of the Report (which relates to Lecturers) shall be amended as follows:—

(i) the following paragraph shall be substituted for paragraph 1:—

"1. The scale shall be as follows:—

Completed years of service	£
0	1,670
1	1,715
2	1,760
3	1,805
4	1,850
5	1,895

"

(ii) the words "and illustrated by an example in Appendix VI" in paragraph 2 shall be deleted;

(iii) for the sums "£100" and "£250" in paragraph 3 the sums "£110" and "£270" respectively shall be substituted;

and

(iv) for the sum "£250" in paragraph 4 the sum "£270" shall be substituted.

5. Section H of the Report (which relates to Salaries of Vice-Principals) shall be amended as follows:—

(i) for the sums "£150" and "£350" in paragraph 1 the sums "£165" and "£380" respectively shall be substituted;

(ii) for the sum "£350" in paragraph 2 the sum "£380" shall be substituted;

and

(iii) the following paragraph shall be inserted after paragraph 2:—

"3. An allowance may be granted to a Lecturer who undertakes the duties and responsibilities of the Vice-Principal in the absence of the Vice-Principal, or pending the appointment of a new Vice-Principal. The amount of the allowance to be made in any particular case is left to the discretion of the Authority, provided that the total remuneration in respect of the period shall not exceed that which would be payable to the Lecturer if he/she were the Vice-Principal."

6. In Section J of the Report (which relates to Salaries of Principals) the following paragraphs shall be inserted after paragraph 2:—

"3. An allowance may be granted to a teacher who takes charge of a Farm Institute in the absence of the Principal, or pending the appointment of a new Principal. The amount of the allowance to be made in any particular case is left to the discretion of the Authority, provided that the total remuneration in respect of the period shall not exceed that which would be payable to the teacher if he/she were the Principal.

4. The rate of salary otherwise payable under paragraphs 1 or 2 of this Section shall be increased as follows:—

Salary	*Amount of Increase*
Not exceeding £1,999 per annum ...	£100 per annum
£2,000—£2,250 per annum	£125 per annum
£2,251—£2,500 per annum	£145 per annum
£2,501—£2,750 per annum	£165 per annum
£2,751—£2,999 per annum	£185 per annum
£3,000 per annum and over	£200 per annum"

7. Part B of Appendix I to the Report (in which are set out certain principles for determining the correct position of teachers on the appropriate scales) shall be amended as follows:—

(i) for the words "sub-section" and "sub-sections" wherever occurring therein the words "sub-paragraph" and "sub-paragraphs" shall be respectively substituted;

(ii) the following paragraph shall be inserted in substitution for the existing paragraphs 2 and 3:—

"2. Assistant Lecturers Grade A and Assistant Lecturers Grade B.

(*a*) Subject to the special provisions of sub-paragraphs (*b*) and (*d*) below, the correct position of an Assistant Lecturer Grade A or an Assistant Lecturer Grade B on the appropriate salary scale shall be determined by taking into account the following service and experience up to the maximum of the scale:

(i) Service of the types and under the conditions laid down in Part C of this Appendix;

(ii) War Service and National Service within the limits and under the conditions laid down in Appendix II.

(*b*) In the case of an Assistant Lecturer (other than an Assistant Lecturer referred to in sub-paragraph (*c*) below) who was entitled to and received a scale not higher than Scale A under the provisions of the Burnham Reports, 1961, in operation up to 31st March, 1963, or the corresponding scale under previous Reports of the Burnham Committee, the correct position of the Assistant Lecturer on the appropriate salary scale shall be determined by taking into account the service and experience referred to in sub-paragraph (*a*) above and deducting therefrom one year of such service/experience.

(*c*) The provisions of sub-paragraph (*b*) above shall not apply in the case of an Assistant Lecturer who:—

(i) has satisfactorily completed a shortened course of initial training of one year's or two years' duration entered upon on or after 1st September, 1960, under the provisions of regulation 11(1)(*b*) of the Training of Teachers (Local Education Authorities) Regulations 1959(**a**), as amended by the Training of Teachers (Local Education Authorities) Amending Regulations 1960(**b**),

or

(ii) receives Scale C, D or E under the provisions ot Appendix III.

The correct position of such an Assistant Lecturer on the appropriate scale shall be determined in accordance with sub-paragraph (*a*) above.

(*d*) An Assistant Lecturer Grade B who has previous service as an Assistant Grade III under the Burnham (Farm Institutes) Reports 1956 or 1959 shall enter the appropriate scale for Assistant Lecturers Grade B at a point three incremental points higher than that determined under the provisions of sub-paragraphs (*a*) and (*b*) above, subject to the maximum."

and

(iii) paragraph 4 shall be re-numbered paragraph 3 and the following sub-paragraphs shall be respectively substituted for sub-paragraphs (ii) and (iv) thereof:—

"(ii) In the case of a Lecturer in service on 31st March, 1963, and continuing in that capacity, the commencing salary on 1st April, 1963, shall be the minimum to which shall be added, up to the maximum, the same number of increments as that by which the salary he/she would have received under the provisions of the Burnham (Farm Institutes)

(**a**) S.I. 1959/395 (1959 I, p. 1590). (**b**) S.I. 1960/708 (1960 II, p. 1857).

Report, 1961, in operation up to 31st March, 1963, (excluding any allowance over and above scale salary) would have exceeded the minimum of the scale for Lecturers under that Report."

"(iv) In the case of a Lecturer re-appointed in that capacity on or after 1st April, 1963, the commencing salary on re-appointment shall be:

(*a*) the minimum to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her based on total service at the date of leaving the former post of Lecturer (excluding any allowance over and above scale salary) exceeded the minimum of the scale applicable under the Report in operation at that date, or

(*b*) the salary assessed as in sub-paragraph (i) above, to which shall be added, up to the maximum, increments in respect of previous service as a Lecturer in a Farm Institute, or

(*c*) where applicable, the "next higher point" calculated in accordance with sub-paragraph (iii) above,

whichever is the greatest."

8. Part C of Appendix I to the Report (in which are set out the types of service which are recognised for purposes of increments in computing the salary on the scales for Assistant Lecturers) shall be amended as follows:—

(i) the following sub-paragraph shall be substituted for sub-paragraph (*g*) of paragraph 6:—

"(*g*) Service as an Education Officer in the Colonial Education Service or H.M. Overseas Civil Service, or comparable service in any overseas Commonwealth country approved for this purpose by the Ministry of Education."

and

(ii) the following sub-paragraph shall be substituted for sub-paragraph (*b*) of paragraph 9:—

"(*b*) A one-year Supplementary Course under the Regulations of the Ministry of Education at a Technical Training College."

9. In Part A of Appendix II to the Report (in which are set out the general conditions applicable in determining incremental credit for Assistant Lecturers in respect of War Service and National Service) the following paragraph shall be inserted after paragraph 4:—

"5. In determining the correct position of an Assistant Lecturer on the appropriate scale the provisions of this Appendix shall be subject, where applicable, to the overriding provisions of sub-paragraph (*b*) of paragraph 2 of Part B of Appendix I."

10. Part A of Appendix III to the Report shall be amended as follows:—

(i) the following heading shall be substituted for the existing heading:—

"General conditions governing the acceptance of periods of study and/or training for the purpose of placing an Assistant Lecturer on Scale C, D or E in the appropriate Group"

and

(ii) "paragraph 1(*a*)" shall be substituted for "paragraph 2(*a*)" in paragraph 7.

11. Part B of Appendix III to the Report (which relates to courses and periods of study and/or training which are approved by the Committee) shall be amended as follows:—

(i) the following paragraph shall be substituted for paragraph 1:—

"1. Entitling the teacher to be placed on Scale C in the appropriate Group

(*a*) Three years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, and in addition a year of training in teaching; or the equivalent.

(*b*) Four years' or more full-time study leading to the award of any three of the following National Diplomas:—

National Diploma in Agriculture

National Diploma in Horticulture

National Diploma in Poultry Husbandry

National Diploma in Dairying

National Diploma in Agricultural Engineering.

(*c*) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, or a period of full-time study resulting in the award of a Degree or an approved Diploma, followed by postgraduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than four years.

(*d*) Two-year courses at Training Colleges leading to the status of Qualified Teacher, supplemented by a full-time two-year course resulting in the award of a Degree.

(*e*) Four years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix IV.

(*f*) A one-year course of initial training under the Regulations of the Ministry of Education at a Technical Training College.

(*g*) Courses of not less than four years consisting of full-time study combined with practical training resulting in the award of a Diploma or Certificate accepted by the Committee for the purpose."; and

(ii) paragraph 2 shall be deleted;

(iii) paragraph 3 shall be re-numbered paragraph 2 and the following sub-paragraph shall be inserted therein after sub-paragraph (*b*):—

"(*c*) Courses of not less than five years consisting of full-time study combined with practical training resulting in the award of a Diploma or Certificate accepted by the Committee for the purpose."

and

(iv) paragraph 4 shall be re-numbered paragraph 3.

12. Part C of Appendix III to the Report (in which are set out certain miscellaneous provisions relating to courses of approved study and/or training) shall be amended as follows:—

(i) sub-paragraph (*a*) of paragraph 1 shall be deleted and sub-paragraphs (*b*), (*c*) and (*d*) shall be respectively re-designated (*a*), (*b*) and (*c*);

(ii) the words "The provisions of this paragraph are illustrated by an example in Appendix VI" shall be deleted from paragraph 1;

and

(iii) the following sub-paragraph shall be substituted for sub-paragraph (*a*) of paragraph 2:—

"(*a*) Courses similar in duration and otherwise equivalent to those referred to in Part B of this Appendix, whether completed in England and Wales or elsewhere, may also be accepted and full details of such cases should be submitted to the Minister for decision.

Teachers who were placed on Scale C, D or E following decisions given under sub-paragraph 2(*a*) of Part C of Appendix III to the Burnham (Farm Institutes) Report, 1961, in operation up to 31st March, 1963, or who received a training addition of two, three or four increments under the corresponding provisions in previous Reports shall be placed on Scale C, D or E respectively, provided that the relevant general conditions in Part A of this Appendix are satisfied."

13. Part B of Appendix IV to the Report (in which are set out the qualifications entitling an Assistant Lecturer to be placed in Group II) shall be amended as follows:—

(i) the following paragraph shall be substituted for paragraph III:—

"III. Awards of the National Council for Technological Awards, other than an award with Honours entitling a teacher to be placed in Group III under the provisions of paragraph IV of Part C of this Appendix."

and

(ii) the following sub-paragraph shall be substituted for sub-paragraph (13) of paragraph VIII:—

"(13) Associateship of the Institute of Builders by examination

(*a*) in the case of Associates who obtained the qualification in 1961 or before, where

(i) the Associate has passed the Final Examination or an examination accepted by the Institute as giving exemption from the Final Examination, and

(ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix);

or

(*b*) in the case of Associates obtaining the qualification in 1962 or after, where the Associate has passed Parts I and II of the Final Examination or examinations accepted by the Institute as giving exemption from the Institute's examinations:

provided that, in each case, the teacher has had at least two years' professional experience after age 21 or after the passing of the Final Examination, whichever is later (see paragraph 5 of Part A of this Appendix).

(NOTE:—*Teachers who obtain Associateship by examination while in teaching service after the age of 25 may have this qualification recognised under paragraph IX of this Part of this Appendix provided that they have had approved experience in the building industry.*)"

14. In Part C of Appendix IV to the Report (in which are set out the qualifications entitling an Assistant Lecturer to be placed in Group III) the following paragraph shall be inserted after paragraph III:—

"IV. A Diploma in Technology with First Class Honours or with Second Class Honours."

15. Appendix VI to the Report (in which are set out examples to illustrate the method of assessing salaries) shall be deleted.

Given under the Official Seal of the Minister of Education on 15th July 1963.

(L.S.)

Edward C. G. Boyle,
Minister of Education.

EXPLANATORY NOTE

(This Note is not part of the Order, but is intended to indicate its general purport.)

This Order determines the rates of remuneration to be paid to teachers in Farm Institutes maintained by local education authorities or otherwise employed by such authorities as teachers of agricultural (including horticultural) subjects and for this purpose makes, in pursuance of the power conferred by section 1(1) of the Teachers Remuneration Act 1963, amendments to the Report of the Committee on Scales of Salaries for the Teaching Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects, England and Wales, 1961.

The Order also requires local education authorities to pay to teachers remuneration determined in accordance with its provisions.

Clause 1 (2) provides that the Order shall take effect as from 1st April 1963 and clause 3(1) that remuneration determined in accordance with its provisions shall be payable from that date; these provisions are made in exercise of the power conferred by section 1(5) of the Remuneration of Teachers Act 1963.