STATUTORY INSTRUMENTS

1980 No. 1611

EDUCATION, ENGLAND AND WALES

The Remuneration of Teachers (Further Education) (Amendment) (No. 2) Order 1980

Made - - - - *23rd October* 1980

Coming into Operation *5th November* 1980

Whereas—

(1) in pursuance of section 2(2) of the Remuneration of Teachers Act 1965(**a**) ("the Act") the Committee constituted under section 1 of the Act for the purpose of considering the remuneration payable to teachers in establishments of further education (within the meaning of the Further Education Regulations 1975(**b**)) maintained by local education authorities and to other further education teachers on the staff of such authorities (except teachers seconded to bodies which reimburse the employing authorities the amount of their salaries) ("the Committee") have 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 ("the teachers in question");

(2) the matter of a further increase in the remuneration of teachers in question having been considered by the Committee in accordance with the Act and agreement thereon not having been reached, the matter was referred to arbitration in pursuance of section 3(1) of the Act and the recommendations of the arbitrators with respect thereto have been transmitted to the Secretary of State in pursuance of section 4(1) thereof;

(3) there are in force Orders made under section 2 of the Act with respect to the remuneration of the teachers in question, namely, the Remuneration of Teachers (Further Education) Order 1980(**c**); and the Remuneration of Teachers (Further Education) (Amendment) Order 1980(**d**);

(4) it appears to the Secretary of State that effect can most conveniently be given to the recommendations of the Committee and of the arbitrators by amending the scales and other provisions set out in the document referred to in the said Orders, namely, the document published by Her Majesty's Stationery Office on 21st February 1980 under the title "SCALES OF SALARIES FOR TEACHERS IN ESTABLISHMENTS FOR FURTHER EDUCATION, ENGLAND AND WALES 1979" ("the Document");

(5) in pursuance of section 2(5) of the Act (read with section 4(1) thereof) 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 the arbitrators; and

(**a**) 1965 c. 3.
(**b**) S.I. 1975/1054.
(**c**) S.I. 1980/247.
(**d**) S.I. 1980/966.

(6) the Secretary of State, as required by section 2(6) of the Act, as it has effect, as aforesaid, has consulted the Committee with respect to the draft Order and made such modifications thereof as were requisite for giving effect to representations made by the Committee.

Now, therefore, the Secretary of State, in pursuance of section 2(6) of the Act (read as aforesaid) and 7(3) thereof, hereby makes the following Order:—

Citation

1. This Order may be cited as the Remuneration of Teachers (Further Education) (Amendment) (No. 2) Order 1980.

Operation and effect

2. This Order shall come into operation on 5th November 1980 and shall have effect—

(*a*) for the purposes of Article 3 thereof, as from 1st January 1980;

(*b*) for the purposes of Article 4 thereof, as from 1st April 1980;

(*c*) for the purposes of Article 5 thereof, as from 1st September 1980.

Amendments effective from 1st January to 1st April 1980

3. The scales and other provisions contained in the Document are, as respects the period beginning with 1st January 1980 and ending immediately before 1st April 1980, hereby amended as provided in Schedule 1 to this Order.

Amendments effective from 1st April to 1st September 1980

4. The said scales and other provisions are, as respects the period beginning with 1st April 1980 and ending immediately before 1st September 1980, hereby amended as provided in Schedule 2 to this Order.

Amendments effective from 1st September 1980

5. The said scales and other provisions are, with effect from 1st September 1980, hereby amended as provided in Schedule 3 to this Order.

SCHEDULE 1

AMENDMENTS EFFECTIVE FROM 1ST JANUARY 1980

1. In section 16—

(*a*) for the sum mentioned in subsection (1) there shall be substituted the sum of "£306";

(*b*) for subsection (2) there shall be substituted the following subsection—

"(2) An allowance of such amount as the local education authority deem appropriate but normally not exceeding £858 per annum shall be paid to a Head of Department appointed to undertake the duties and responsibilities of a Vice-Principal in an establishment for further education below group 4. Individual allowances payable on 31st December 1979 shall be increased by 9½ per cent, rounded to the nearest multiple of £3 from 1st January 1980."

(*c*) for subsection (3) there shall be substituted the following subsection—

"(3) Where in an establishment for further education in group 4 or higher a Head of Department was appointed before 25th February 1972, to undertake the duties of Vice-Principal, the Head of Department shall for so long as he continues to discharge the duties and responsibilities of Vice-Principal be paid an allowance of such amount as the local education authority deem appropriate subject to a minimum of £864 and a maximum of £1,320 per annum. Individual allowances payable on 31st December 1979 shall be increased by 10½ per cent, rounded to the nearest multiple of £3 from 1st January 1980."

(*d*) for subsection (4) there shall be substituted the following subsection—

"(4) Where departments in an establishment for further education in group 5 or higher are grouped into faculties and a Head of Department, other than one to whom subsection 16(3) applies, exercises co-ordinating responsibilities within the faculty, the local education authority may pay the Head of Department an allowance not exceeding £765 per annum. A Head of Department in an establishment below group 5 who received an allowance of £402 under the corresponding provisions of the 1974 Further Education Salaries Document shall continue to receive an allowance for so long as he discharges such co-ordinating responsibilities at the rate of £603 per annum. Individual allowances payable on 31st December 1979 shall be increased by 10 per cent, rounded to the nearest multiple of £3 from 1st January 1980."

2. For Appendix 1A there shall be substituted the following Appendix:

"APPENDIX 1A

Scales and ranges of salaries for teachers in Further Education (other than Agricultural and Horticultural Establishments) and teachers of Agricultural, including Horticultural, subjects.

1. Subject to the provisions of Appendix III, scales and ranges of salaries from 1st January 1980 shall be in accordance with the following paragraphs:—

2. Lecturer Grade I, Lecturer Grade II, Senior Lecturer, Principal Lecturer and Reader

Incremental Point	Lecturer Grade I	Lecturer Grade II	Senior Lecturer	Principal Lecturer	Reader
	£	£	£	£	£
0	3,777	4,851	7,191	8,409	8,409
1	3,939	5,151	7,491	8,718	8,718
2	4,101	5,445	7,794	9,024	9,024
3	4,266	5,739	8,109	9,354	9,354
4	4,431	6,024	8,433	9,681	9,681
5	4,608	6,306	8,736	9,990	9,990
6	4,776	6,603	9,039	10,296	10,296
7	4,971	6,888	See (*b*)	10,605	10,605
8	5,166	7,191	and (*d*)	See (*c*)	
9	5,364	7,491	below	and (*d*)	
10	5,559	7,794		below	
11	5,748	See (*a*)			
12	5,937	and (*d*)			
13	6,123	below			
14	6,309				
15	6,498				

(*a*) (i)A Lecturer Grade II who is responsible for a significant amount of work of Category I or II/III (or before 1st September 1979 Categories I, II or III) standard in the year in which he is on point 8 of the Lecturer Grade II scale shall be transferred as though the scales were continuous to the Senior

Lecturer scale when he becomes entitled to receive one further increment, subject to having satisfied the efficiency requirements. If the efficiency or work requirements are not satisfied he shall continue to progress on the Lecturer Grade II scale and shall only transfer to the appropriate point on the Senior Lecturer scale when the requirements are subsequently satisfied.

(ii) The preceding sub-paragraph shall not prevent a local education authority from promoting such a Lecturer Grade II to Senior Lecturer before the Lecturer Grade II would otherwise become eligible to proceed on to the Senior Lecturer scale.

(*b*) A Senior Lecturer who has reached point 4 of that scale shall only proceed beyond that point where he is responsible for a significant amount of work of Categories I or II/III (or, before 1st September 1979, Categories I, II or III) specified in paragraph 2 of Part I of Appendix IIA, during the year that he is paid on point 4 of the Senior Lecturer scale, or, if he fails to qualify in that year, in a subsequent year.

(*c*) (i) A Principal Lecturer who has reached point 3 of that scale shall only proceed beyond that point where he is responsible for a significant amount of work of Categories I or II/III (or, before 1st September 1979, Categories I, II or III) specified in paragraph 2 of Part I of Appendix IIA, during the year he is paid on point 3 of the Principal Lecturer scale, or, if he fails to qualify in that year, in a subsequent year.

(ii) A Principal Lecturer who is in receipt of an allowance under Section 8 of the 1973 Pelham Report, as amended, who is not appointed as Head of Department shall, so long as he continues to discharge duties for which the allowance was paid, continue to receive the allowance payable on 31st December 1979 increased by 10 per cent, rounded to the nearest multiple of £3 with effect from 1st January 1980.

(*d*) For the purposes of (*a*), (*b*) and (*c*) above, "a significant amount" shall normally be interpretated as at least 50 per cent of the lecturer's 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 teacher.

3. Heads of Department and Academic Posts above Reader.

Incremental Point	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	7,014	8,037	8,796	9,522	10,362	11,205
1	7,260	8,292	9,054	9,807	10,650	11,496
2	7,509	8,556	9,309	10,098	10,941	11,781
3	7,755	8,811	9,573	10,386	11,226	12,069
4	7,998 See (*a*) below	9,072	9,828	10,674	11,514	12,357 See (*b*) below

(*a*) Where a department had been established prior to 16th February 1968 and the unit total is less than 76, the existing Head of Department shall continue to receive salary in Grade I for so long as he continues in the post.

(*b*) Where the local education authority consider that in the special circumstances of a particular case of a Head of Department Grade VI the maximum prescribed above is not adequate, the authority may, in agreement with the Secretary of State, extend the scale to such higher maximum as they deem appropriate.

4. Vice-Principals and Principals.

(i) Vice-Principals and Principals shall be paid on a fixed salary to be determined by local education authorities from the following ranges of salaries:

Group	Ranges of Salaries for Vice-Principals	Ranges of Salaries for Principals
	£ £	£ £
1	7,836— 8,472	9,198— 9,957
2	8,592— 9,225	10,146—10,908
3	9,405—10,041	11,121—11,898
4	10,278—10,914	12,180—12,945
5	11,079—11,718	13,134—13,809
6	11,808—12,447	13,971—14,646
7	12,531—13,167	14,673—15,348
8	13,224—13,788	15,420—16,095
9	13,863—14,430	16,182—16,863
10	14,439—15,006	16,881—17,556
11	15,018—15,585	17,655—18,336
12	15,597—16,164	18,432—19,119

(ii) Where the local education aurthority consider that there are exceptional circumstances which justify a higher salary than that permissible within the appropriate prescribed range, the authority may apply to the Secretary of State for approval to payment of such higher salary as they deem appropriate.

(iii) A Senior Lecturer or a Principal Lecturer who has been entitled to an allowance as Deputy Principal under the 1973 Pelham Report, as amended, shall continue to receive that allowance in addition to salary as a Senior or Principal Lecturer under paragraph 2 of this appendix if this total sum exceeds the salary which would be payable under sub-paragraph (i) above."

3. For Appendix IB there shall be substituted the following Appendix—

"APPENDIX IB

Scales and ranges of Salaries for teachers in Agricultural and Horticultural Establishments and teachers of Agricultural (including Horticultural) subjects on the staff of local education authorities.

1. Scales and ranges for salaries from 1st January 1980 shall be in accordance with the following paragraphs:

2. Lecturer Grade IA and Lecturer Grade IB

Incremental Point	Lecturer Grade IA	Lecturer Grade IB
	£	£
0	3,777	4,254
1	3,939	4,419
2	4,101	4,581
3	4,266	4,743
4	4,431	4,914
5	4,608	5,085
6	4,776	5,253
7	4,971	5,451
8	5,166	5,646
9	5,364	5,844
10	5,559	6,039
11	5,748	6,228
12	5,937	6,417
13	6,123	6,618
14	6,309	6,804
15	6,498	

3. Lecturer Grade II, Vice-Principal and Principal

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

Salary Point	Lecturer Grade II	Vice-Principal	Principal
	£	£	£
0	6,612	7,281	8,880
1	6,837	7,503	9,108
2	7,056	7,725	9,336
3	7,281	7,986	9,561
4	7,503	8,208	9,789
5	7,725	8,433	10,050
6	7,950	8,658	10,356
7	8,208	8,880	10,617
8	8,433	9,108	10,875
9	8,658	9,336	11,139
10	8,880	9,561	11,397
11	See (*a*) below	9,789	11,655
12		10,050	11,916
13		10,356	12,234
14		See (*b*) below	12,492
15			12,756

(*a*) Where the local education authority consider that there are exceptional circumstances that justify a Lecturer Grade II being paid on a higher salary than would be permissible within the salary range set out above, the range may be extended by one or two further points to £9,108 and £9,336 respectively.

(*b*) The normal percentage relationship between the maximum of the Vice-Principal's scale and the maximum of the Principal's scale shall be 80 per cent within a range of 75 per cent at minimum and 85 per cent at maximum. Examples of factors which might appropriately be taken into account in determining whether it would be appropriate to appoint a Vice-Principal to a scale with a maximum in excess of 80 per cent of the maximum of the Principal's salary are:—

(i) Responsibility as an agricultural or horticultural adviser for the county,

(ii) Responsibility for farm or horticultural management,

(iii) Responsibility for an extra-mural centre."

4. For the sum mentioned in paragraph 13B(1) of Appendix III, there shall be substituted the sum of "£147".

5. For Appendix IV there shall be substituted the following Appendix:

"APPENDIX IV

PART-TIME HOURLY RATES

1. (*a*) Teachers in part-time service to whom section 18(1) applies shall receive salary at the hourly rates set out in the following paragraphs according to the region of the country in which the teacher is employed and, subject to paragraph (*b*) below, the category of his work as defined in paragraph 2 of Appendix IIA.

(*b*) In those regions indicated below where Category V work has been subdivided into two categories the teacher shall be paid at the rate appropriate to the sub-category applicable to him, as determined in accordance with the recommendations of the Regional Advisory Council in question and the criteria applied by the local education authority applicable on 31st March 1978.

2. Region 1. In the Counties of Buckinghamshire, East Sussex, Essex, Hertfordshire, Kent, Surrey, the Greater London Council area, and the area of Berkshire within the former County of Buckinghamshire:

Category I	£7·63 per hour
Category II/III	£7·63
Category IV	£6·31
Category VA	£5·25
Category VB	£4·64

Region 2. In the Counties of Berkshire, excluding the area within the former County of Buckinghamshire, Hampshire, Isle of Wight, Oxfordshire and West Sussex:

Category I	£7·72 per hour
Category II/III	£7·30
Category IV	£5·83
Category VA	£5·17
Category VB	£4·98

Region 3. In the Counties of Avon, Cornwall, Devon, Dorset, Gloucestershire, Isles of Scilly, Somerset and Wiltshire:

Category I	£7·37 per hour
Category II/III	£7·37
Category IV	£6·03
Category VA	£4·89
Category VB	£4·14

Region 4. In the Counties of Hereford and Worcester, Salop, Staffordshire and Warwickshire and the Metropolitan Districts of Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton:

Category I	£7·63 per hour
Category II/III	£7·13
Category IV	£5·85
Category V	£4·64

Region 5. In the Counties of Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire:

Category I	£7·28 per hour
Category II/III	£7·28
Category IV	£5·87
Category VA	£4·78
Category VB	£4·14

Region 6. In the Counties of Bedfordshire, Cambridgeshire, Norfolk and Suffolk:

Category I	£7·50 per hour
Category II/III	£6·79
Category IV	£5·51
Category VA	£4·64
Category VB	£4·14

Region 7. In the Counties of Humberside and North Yorkshire and the Metropolitan Districts of Barnsley, Bradford, Calderdale, Doncaster, Kirklees, Leeds, Rotherham, Sheffield and Wakefield:

Category I	£7·71 per hour
Category II/III	£7·71
Category IV	£6·36
Category VA	£5·22
Category VB	£4·14

Region 8. In the Counties of Cheshire and Lancashire and the Metrpolitan Districts of Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford, Wigan, Knowsley, Liverpool, St. Helens, Sefton and Wirral:

Category I	£13·04 per two hour session
Category II/III	£13·04
Category IV	£10·50
Category V	£8·58

Region 9. In the Counties of Cleveland, Cumbria, Durham and Northumberland and the Metropolitan Districts of Gateshead, Newcastle upon Tyne, North Tyneside, South Tyneside and Sunderland:

Category I	£7·53 per hour
Category II/III	£7·53
Category IV	£5·67
Category VA	£5·14
Category VB	£4·38

Region 10. In the Counties of Clwyd, Dyfed, Gwent, Gwynedd, Mid-Glamorgan, Powys, South Glamorgan and West Glamorgan:

Category I	£7·47 per hour
Category II/III	£7·47
Category IV	£6·33
Category VA	£4·90
Category VB	£4·14"

SCHEDULE 2

AMENDMENTS EFFECTIVE FROM 1ST APRIL 1980

1. In section 16—

(*a*) for the sum mentioned in subsection (1) there shall be substituted the sum of "£345";

(*b*) for subsection (2) there shall be substituted the following subsection—

"(2) An allowance of such amount as the local education authority deem appropriate but normally not exceeding £969 per annum shall be paid to a Head of Department appointed to undertake the duties and responsibilities of a Vice-Principal in an establishment for further education below group 4. Individual allowances payable on 31st March 1980 shall be increased by 13 per cent, rounded to the nearest multiple of £3 from 1st April 1980."

(*c*) for subsection (3) there shall be substituted the following subsection—

"(3) Where in an establishment for further education in group 4 or higher a Head of Department was appointed before 25th February 1972, to undertake the duties of Vice-Principal, the Head of Department shall for so long as he continues to discharge the duties and responsibilities of Vice-Principal be paid an allowance of such amount as the local education authority deem appropriate subject to a minimum of £978 and a maximum of £1,494 per annum. Individual allowances payable on 31st March 1980 shall be increased by 13 per cent, rounded to the nearest multiple of £3 from 1st April 1980."

(*d*) for subsection (4) there shall be substituted the following subsection—

"(4) Where departments in an establishment for further education in group 5 or higher are grouped into faculties and a Head of Department, other than one to whom subsection 16(3) applies, exercises co-ordinating responsibilities within the faculty, the local education authority may pay the Head of Department an allowance not exceeding £864 per annum. A Head of Department in an establishment below group 5 who received an allowance of £402 under the corresponding provisions of the 1974 Further Education Salaries Document shall continue to receive an allowance for so long as he discharges such co-ordinating responsibilities at the rate of £681 per annum. Individual allowances payable on 31st March 1980 shall be increased by 13 per cent, rounded to the nearest multiple of £3 from 1st April 1980."

2. For Appendix IA there shall be substituted the following Appendix—

"APPENDIX IA

Scales and ranges of salaries for teachers in Further Education (other than Agricultural and Horticultural Establishments) and teachers of Agricultural, including Horticultural, subjects.

1. Subject to the provisions of Appendix III, scales and ranges of salaries from 1st April 1980 shall be in accordance with the following paragraphs:—

2. Lecturer Grade I, Lecturer Grade II, Senior Lecturer, Principal Lecturer and Reader

Incremental Point	Lecturer Grade I	Lecturer Grade II	Senior Lecturer	Principal Lecturer	Reader
	£	£	£	£	£
0	4,266	5,478	8,124	9,507	9,507
1	4,449	5,817	8,463	9,855	9,855
2	4,632	6,150	8,805	10,200	10,200
3	4,818	6,483	9,165	10,575	10,575
4	5,004	6,804	9,534	10,947	10,947
5	5,205	7,122	9,876	11,298	11,298
6	5,394	7,458	10,218	11,643	11,643
7	5,613	7,782	See (*b*)	11,994	11,994
8	5,835	8,124	and (*d*)	See (*c*)	
9	6,057	8,463	below	and (*d*)	
10	6,279	8,805		below	
11	6,492	See (*a*)			
12	6,705	and (*d*)			
13	6,915	below			
14	7,125				
15	7,338				

(*a*)(i) A Lecturer Grade II who is responsible for a significant amount of work of Category I or II/III (or before 1st September 1979, Categories I, II or III) standard in the year in which he is on point 8 of the Lecturer Grade II scale shall be transferred as though the scales were continuous to the Senior Lecturer scale when he becomes entitled to receive one further increment, subject to having satisfied the efficiency requirements. If the efficiency or work requirements are not satisfied he shall continue to progress on the Lecturer Grade II scale and shall only transfer to the appropriate point on the Senior Lecturer scale when the requirements are subsequently satisfied.

(ii) The preceding sub-paragraph shall not prevent a local education authority from promoting such a Lecturer Grade II to Senior Lecturer before the Lecturer Grade II would otherwise become eligible to proceed on to the Senior Lecturer scale.

(*b*) A Senior Lecturer who has reached point 4 of that scale shall only proceed beyond that point where he is responsible for a significant amount of work of Categories I or II/III (or, before 1st September 1979, Categories I, II or III) specified in paragraph 2 of Part I of Appendix IIA, during the year that he is paid on point 4 of the Senior Lecturer scale, or, if he fails to qualify in that year, in a subsequent year.

(*c*) (i) A Principal Lecturer who has reached point 3 of that scale shall only proceed beyond that point where he is responsible for a significant amount of work in respect of courses, programmes or study falling within the Categories I or II/III (or, before 1st September 1979, Categories I, II or III) specified in paragraph 2 of Part I of Appendix IIA, during the year he is paid on point 3 of the Principal Lecturer scale, or, if he fails to qualify in that year, in a subsequent year.

(ii) A Principal Lecturer who is in receipt of an allowance under Section 8 of the 1973 Pelham Report, as amended, who is not appointed as Head of Department shall, so long as he continues to discharge duties for which the allowance was paid, continue to receive the allowance payable on 31st March 1980 increased by 13 per cent, rounded to the nearest multiple of £3 with effect from 1st April 1980.

(*d*) For the purpose of (*a*), (*b*) and (*c*) above, "a significant amount" shall normally be interpreted as at least 50 per cent of the lecturer's 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 teacher.

3. Heads of Department and Academic Posts above Reader.

Incremental Point	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	7,926	9,084	9,942	10,767	11,718	12,672
1	8,202	9,372	10,236	11,091	12,045	13,002
2	8,484	9,672	10,524	11,421	12,372	13,323
3	8,763	9,960	10,821	11,745	12,696	13,650
4	9,036 See (*a*) below	10,254	11,109	12,072	13,020	13,974 See (*b*) below

(*a*) Where a department had been established prior to 16th February 1968 and the unit total is less than 76, the existing Head of Department shall continue to receive salary in Grade I for so long as he continues in the post.

(*b*) Where the local education authority consider that in the special circumstances of a particular case of a Head of Department Grade VI the maximum prescribed above is not adequate, the authority may, in agreement with the Secretary of State, extend the scale to such higher maximum as they deem appropriate.

4. Vice-Principals and Principals.

(i) Vice-Principals and Principals shall be paid on a fixed salary to be determined by local education authorities from the following ranges of salaries:

Group	Ranges of Salaries for Vice-Principals	Ranges of Salaries for Principals
	£ £	£ £
1	8,859– 9,576	10,398–11,256
2	9,711–10,428	11,475–12,336
3	10,632–11,349	12,576–13,455
4	11,622–12,342	13,782–14,646
5	12,528–13,251	14,859–15,624
6	13,353–14,076	15,813–16,578
7	14,178–14,898	16,608–17,373
8	14,961–15,600	17,454–18,219
9	15,690–16,332	18,324–19,095
10	16,344–16,986	19,116–19,881
11	16,998–17,640	20,001–20,772
12	17,655–18,297	20,889–21,669

(ii) Where the local education authority consider that there are exceptional circumstances which justify a higher salary than that permissible within the appropriate prescribed range, the authority may apply to the Secretary of State for approval to payment of such higher salary as they deem appropriate.

(iii) A Senior Lecturer or a Principal Lecturer who has been entitled to an allowance of Deputy Principal under the 1973 Pelham Report, as amended, shall continue to receive that allowance in addition to salary as a Senior or Principal Lecturer under paragraph 2 of this appendix if this total sum exceeds the salary which would be payable under sub-paragraph (i) above."

3. For Appendix IB there shall be substituted the following Appendix—

"APPENDIX IB

Scales and ranges of Salaries for teachers in Agricultural and Horticultural Establishments and teachers of Agricultural (including Horticultural) subjects on the staff of local education authorities.

1. Scales and ranges for salaries from 1st April 1980 shall be in accordance with the following paragraphs:

2. Lecturer Grade IA and Lecturer Grade IB

Incremental Point	Lecturer Grade IA	Lecturer Grade IB
	£	£
0	4,266	4,803
1	4,449	4,992
2	4,632	5,175
3	4,818	5,358
4	5,004	5,550
5	5,205	5,743
6	5,394	5,934
7	5,613	6,156
8	5,835	6,375
9	6,057	6,600
10	6,279	6,819
11	6,492	7,035
12	6,705	7,248
13	6,915	7,476
14	7,125	7,686
15	7,338	7,899 (see (*a*) below)

(*a*) Lecturers Grade IB in post and on point 14 of the scale on 1st September 1978 shall progress to the 15th point on 1st April 1980. (All other Lecturers Grade IB currently in service and new entrants and re-entrants to the grade after 31st August 1978 shall be similarly eligible to proceed to point 15 on or after 1st September 1980 subject to the normal criteria for incremental progression.)

3. Lecturer Grade II, Vice-Principal and Principal

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

Salary point	Lecturer Grade II	Vice-Principal	Principal
	£	£	£
0	7,470	8,226	10,038
1	7,725	8,478	10,296
2	7,974	8,727	10,554
3	8,226	9,027	10,809
4	8,478	9,279	11,067
5	8,727	9,534	11,361
6	8,982	9,786	11,712
7	9,279	10,038	12,006
8	9,534	10,296	12,297
9	9,786	10,554	12,597
10	10,038	10,809	12,888
11	10,296	11,067	13,182
12	10,554	11,361	13,476
13	See (*a*) below	11,712	13,842
14		See (*b*) below	14,133
15			14,433

(*a*) Where the local education authority consider that there are exceptional circumstances that justify a Lecturer Grade II being paid on a higher salary than would be permissible within the salary range up to point 10, the range may be extended by one or two further points to point 11 and point 12 respectively.

(*b*) The normal percentage relationship between the maximum of the Vice-Principal's scale and the maximum of the Principal's scale shall be 80 per cent within a range of 75 per cent at minimum and 85 per cent at maximum. Examples of factors which might appropriately be taken into account in determining whether it would be appropriate to appoint a Vice-Principal to a scale with a maximum in excess of 80 per cent of the maximum of the Principal's salary are:—

(i) Responsibility as an agricultural or horticultural adviser for the county.

(ii) Responsibility for farm or horticultural management.

(iii) Responsibility for an extra-mural centre."

4. For the sum mentioned in paragraph 13B (1) of Appendix III, there shall be substituted the sum of "£165".

5. For Appendix IV there shall be substituted the following Appendix:

"APPENDIX IV

PART-TIME HOURLY RATES

1. (*a*) Teachers in part-time service to whom section 18(1) applies shall receive salary at the hourly rates set out in the following paragraphs according to the region of the country in which the teacher is employed and, subject to paragraph (*b*) below, the category of his work as defined in paragraph 2 of Appendix IIA.

(*b*) In those regions indicated below where Category V work has been subdivided into two categories the teacher shall be paid at the rate appropriate to the sub-category applicable to him, as determined in accordance with the recommendations of the Regional Advisory Council in question and the criteria applied by the local education authority applicable on 31st March 1978.

2. Region 1. In the Counties of Buckinghamshire, East Sussex, Essex, Hertfordshire, Kent, Surrey, the Greater London Council area, and the area of Berkshire within the former county of Buckinghamshire:

Category I	£8·80 per hour
Category II/III	£8·80
Category IV	£7·31
Category VA	£6·11
Category VB	£5·42

Region 2. In the Counties of Berkshire, excluding the area within the former County of Buckinghamshire, Hampshire, Isle of Wight, Oxfordshire and West Sussex:

Category I	£8·87 per hour
Category II/III	£8·43
Category IV	£6·77
Category VA	£6·02
Category VB	£5·81

Region 3. In the Counties of Avon, Cornwall, Devon, Dorset, Gloucestershire, Isles of Scilly, Somerset and Wiltshire:

Category I	£8·51 per hour
Category II/III	£8·51
Category IV	£6·99
Category VA	£5·71
Category VB	£4·86

Region 4. In the Counties of Hereford and Worcester, Salop, Staffordshire and Warwickshire and the Metropolitan Districts of Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton:

Category I	£8·80 per hour
Category II/III	£8·24
Category IV	£6·79
Category V	£5·42

Region 5. In the Counties of Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire:

Category I	£8·41 per hour
Category II/III	£8·41
Category IV	£6·81
Category VA	£5·58
Category VB	£4·86

Region 6. In the Counties of Bedfordshire, Cambridgeshire, Norfolk and Suffolk:

Category I	£8·65 per hour
Category II/III	£7·85
Category IV	£6·41
Category VA	£5·42
Category VB	£4·86

Region 7. In the Counties of Humberside and North Yorkshire and the Metropolitan Districts of Barnsley, Bradford, Calderdale, Doncaster, Kirklees, Leeds, Rotherham, Sheffield and Wakefield:

Category I	£8·89 per hour
Category II/III	£8·89
Category IV	£7·37
Category VA	£6·08
Category VB	£4·86

Region 8. In the Counties of Cheshire and Lancashire and the Metropolitan Districts of Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford, Wigan, Knowsley, Liverpool, St. Helens, Sefton and Wirral:

Category I	£15·09 per two hour session
Category II/III	£15·09
Category IV	£12·29
Category V	£10·05

Region 9. In the Counties of Cleveland, Cumbria, Durham and Northumberland and the Metropolitan Districts of Gateshead, Newcastle upon Tyne, North Tyneside, South Tyneside and Sunderland:

Category I	£8·69 per hour
Category II/III	£8·69
Category IV	£6·59
Category VA	£5·99
Category VB	£5·13

Region 10. In the Counties of Clwyd, Dyfed, Gwent, Gwynedd, Mid-Glamorgan, Powys, South Glamorgan and West Glamorgan:

Category I	£8·62 per hour
Category II/III	£8·62
Category IV	£7·33
Category VA	£5·72
Category VB	£4·86"

SCHEDULE 3

AMENDMENTS EFFECTIVE FROM 1ST SEPTEMBER 1980

1. In section 16—

(*a*) for the sum mentioned in subsection (1) there shall be substituted the sum of "£378";

(*b*) for subsection (2) there shall be substituted the following subsection—

"(2) An allowance of such amount as the local education authority deem appropriate but normally not exceeding £1,074 per annum shall be paid to a Head of Department appointed to undertake the duties and responsibilities of a Vice-Principal in an establishment for further education below group 4. Individual allowances payable on 31st March 1980 shall be increased by 25 per cent, rounded to the nearest multiple of £3 from 1st September 1980."

(*c*) for subsection (3) there shall be substituted the following subsection—

"(3) Where in an establishment for further education in group 4 or higher a Head of Department was appointed before 25th February 1972, to undertake the duties of Vice-Principal, the Head of Department shall for so long as he continues to discharge the duties and responsibilities of Vice-Principal be paid an allowance of such amount as the local education authority deem appropriate subject to a minimum of £1,086 and a maximum of £1,656 per annum. Individual allowances payable on 31st March 1980 shall be increased by 25 per cent, rounded to the nearest multiple of £3 from 1st September 1980."

(*d*) for subsection (4) there shall be substituted the following subsection—

"(4) Where departments in an establishment for further education in group 5 or higher are grouped into faculties and a Head of Department, other than one to whom subsection 16(3) applies, exercises co-ordinating responsibilities within the faculty, the local education authority may pay the Head of Department an allowance not exceeding £954 per annum. A Head of Department in an establishment below group 5 who received an allowance of £402 under the corresponding provisions of the 1974 Further Education Salaries Document shall continue to receive an allowance for so long as he discharges such co-ordinating responsibilities at the rate of £756 per annum. Individual allowances payable on 31st March 1980 shall be increased by 25 per cent, rounded to the nearest multiple of £3 from 1st September 1980."

2. For Appendix IA there shall be substituted the following Appendix—

"APPENDIX IA

Scales and ranges of salaries for teachers in Further Education (other than Agricultural and Horticultural Establishments) and teachers of Agricultural, including Horticultural, subjects.

1. Subject to the provisions of Appendix III, scales and ranges of salaries from 1st September 1980 shall be in accordance with the following paragraphs:—

2. Lecturer Grade I, Lecturer Grade II, Senior Lecturer, Principal Lecturer and Reader

Incremental Point	Lecturer Grade I	Lecturer Grade II	Senior Lecturer	Principal Lecturer	Reader
	£	£	£	£	£
0	4,683	6,012	8,952	10,509	10,509
1	4,884	6,387	9,324	10,896	10,896
2	5,085	6,753	9,702	11,277	11,277
3	5,289	7,116	10,116	11,712	11,712
4	5,493	7,470	10,539	12,090	12,090
5	5,712	7,818	10,917	12,477	12,477
6	5,919	8,205	11,295	12,861	12,861
7	6,165	8,556	See (*b*)	13,245	13,245
8	6,408	8,952	and (*d*)	See (*c*)	
9	6,651	9,324	below	and (*d*)	
10	6,894	9,702		below	
11	7,128	See (*a*)			
12	7,362	and (*d*)			
13	7,593	below			
14	7,821				
15	8,055				

(*a*) (i) A Lecturer Grade II who is responsible for a significant amount of work of Category I or II/III (or, before 1st September 1979, Categories I, II or III) standard in the year in which he is on point 8 of the Lecturer Grade II scale shall be transferred as though the scales were continuous to the Senior Lecturer scale when he becomes entitled to receive one further increment, subject to having satisfied the efficiency requirements. If the efficiency or work requirements are not satisfied he shall continue to progress on the Lecturer Grade II scale and shall only transfer to the appropriate point on the Senior Lecturer scale when the requirements are subsequently satisfied.

(ii) The preceding sub-paragraph shall not prevent a local education authority from promoting such a Lecturer Grade II to Senior Lecturer before the Lecturer Grade II would otherwise become eligible to proceed on to the Senior Lecturer scale.

(*b*) A Senior Lecturer who has reached point 4 of that scale shall only proceed beyond that point where he is responsible for a significant amount of work of Categories I or II/III (or, before 1st September 1979, Categories I, II or III) specified in paragraph 2 of Part I of Appendix IIA, during the year that he is paid on point 4 of the Senior Lecturer scale, or, if he fails to qualify in that year, in a subsequent year.

(*c*) (i) A Principal Lecturer who has reached point 3 of that scale shall only proceed beyond that point where he is responsible for a significant amount of work of Categories I or II/III (or, before 1st September 1979, the Categories I, II or III) specified in paragraph 2 of Part I of Appendix IIA, during the year he is paid on point 3 of the Principal Lecturer scale, or, if he fails to qualify in that year, in a subsequent year.

(ii) A Principal Lecturer who is in receipt of an allowance under Section 8 of the 1973 Pelham Report, as amended, who is not appointed as Head of Department shall, so long as he continues to discharge duties for which the allowance was paid, continue to receive the allowance payable on 31st March 1980 increased by 25 per cent, rounded to the nearest multiple of £3 with effect from 1st September 1980.

(*d*) For the purpose of (*a*), (*b*) and (*c*) above, "a significant amount" shall normally be interpreted as at least 50 per cent of the lecturer's 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 teacher.

3. Heads of Department and Academic Posts above Reader.

Incremental Point	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	8,733	10,044	10,992	11,892	12,942	13,995
1	9,039	10,365	11,316	12,249	13,299	14,358
2	9,345	10,692	11,634	12,612	13,665	14,715
3	9,654	11,013	11,964	12,972	14,022	15,072
4	9,957 See (*a*) below	11,337	12,282	13,332	14,382	15,432 See (*b*) below

(*a*) Where a department had been established prior to 16th February 1968 and the unit total is less than 76, the existing Head of Department shall continue to receive salary in Grade I for so long as he continues in the post.

(*b*) Where the local education authority consider that in the special circumstances of a particular case of a Head of Department Grade VI the maximum prescribed above is not adequate, the authority may, in agreement with the Secretary of State, extend the scale to such higher maximum as they deem appropriate.

4. Vice-Principals and Principals.

(i) Vice-Principals and Principals shall be paid on a fixed salary to be determined by local education authorities from the following ranges of salaries:

Group	Ranges of Salaries for Vice-Principals	Ranges of Salaries for Principals
	£ £	£ £
1	9,792–10,587	11,496–12,444
2	10,737–11,529	12,672–13,623
3	11,754–12,549	13,890–14,859
4	12,837–13,629	15,273–16,230
5	13,836–14,637	16,467–17,313
6	14,751–15,546	17,580–18,432
7	15,711–16,509	18,462–19,314
8	16,581–17,286	19,404–20,253
9	17,445–18,156	20,259–21,111
10	18,171–18,882	21,135–21,978
11	18,900–19,614	22,185–23,043
12	19,629–20,343	23,244–24,111

(ii) Where the local education authority consider that there are exceptional circumstances which justify a higher salary than that permissible within the appropriate prescribed range, the authority may apply to the Secretary of State for approval to payment of such higher salary as they deem appropriate.

(iii) A Senior Lecturer or a Principal Lecturer who has been entitled to an allowance as Deputy Principal under the 1973 Pelham Report, as amended, shall continue to receive that allowance in addition to salary as a Senior or Principal Lecturer under paragraph 2 of this appendix if this total sum exceeds the salary which would be payable under sub-paragraphs (i) above."

3. For Appendix IB there shall be substituted the following Appendix—

"APPENDIX IB

Scales and ranges of Salaries for teachers in Agricultural and Horticultural Establishments and teachers of Agricultural (including Horticultural) subjects on the staff of local education authorities.

1. Scales and ranges for salaries from 1st September 1980 shall be in accordance with the following paragraphs:

2. Lecturer Grade IA and Lecturer Grade IB

Incremental Point	Lecturer Grade IA	Lecturer Grade IB
	£	£
0	4,683	5,274
1	4,884	5,478
2	5,085	5,679
3	5,289	5,883
4	5,493	6,093
5	5,712	6,306
6	5,919	6,513
7	6,165	6,759
8	6,408	6,999
9	6,651	7,245
10	6,894	7,488
11	7,128	7,722
12	7,362	7,956
13	7,593	8,220
14	7,821	8,454
15	8,055	8,688
		(See (*a*) below)

(*a*) Lecturers Grade IB in post and on point 14 of the scale on 1st September 1978 will have progressed to the 15th point under the provisions of Schedule 2, Appendix IB, paragraph 2, note (*a*), from 1st April 1980. All other Lecturers Grade IB currently in service and new entrants and re-entrants to the grade after 31st August 1978 shall similarly be eligible to proceed to point 15 on or after 1st September 1980 subject to the normal criteria for incremental progression.

3. Lecturer Grade II, Vice-Principal and Principal

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

Salary Point	Lecturer Grade II	Vice-Principal	Principal
	£	£	£
0	8,232	9,063	11,667
1	8,511	9,339	11,946
2	8,784	9,615	12,234
3	9,063	9,981	12,558
4	9,339	10,257	12,936
5	9,615	10,539	13,260
6	9,897	10,818	13,581
7	10,257	11,100	13,911
8	10,539	11,382	14,235
9	10,818	11,667	14,559
10	11,100	11,946	14,883
11	11,382	12,234	15,336
12	11,667	12,558	15,660
13	See (*a*) below	12,936	15,993
14		13,260	16,326
15		13,581	16,659
16		13,911	
17		14,235	
		See (*b*) below	

(*a*) Where the local education authority consider that there are exceptional circumstances that justify a Lecturer Grade II being paid on a higher salary than would be permissible within the salary range up to point 10, the range may be extended by one or two further points to point 11 and point 12 respectively.

(*b*) The normal percentage relationship between the maximum of the Vice-Principal's scale and the maximum of the Principal's scale shall be 80 per cent within a range of 75 per cent at minimum and 85 per cent at maximum. Examples of factors which might appropriately be taken into account in determining whether it would be appropriate to appoint a Vice-Principal to a scale with a maximum in excess of 80 per cent of the maximum of the Principal's salary are:—

(i) Responsibility as an agricultural or horticultural adviser for the county,

(ii) Responsibility for farm or horticultural management,

(iii) Responsibility for an extra-mural centre.

Transitional Provisions for Principals and Vice-Principals

4.—(1) The scale for Principals in the table in paragraph 3 above, which incorporates revised incremental points applies—

(*a*) subject to paragraph (2) below to Principals in post on 31st August 1980.

(*b*) subject to paragraph (3) below to Principals taking post on or after 1st September 1980.

(2) The incremental points on the revised scale correspond to those which were two points higher on the scale applicable to Principals who were in post on 31st August 1980 and, for the purposes of the transition, the point of any such Principal on the revised salary scale ("his new point") will subject to the minimum, be determined as follows—

(*a*) if he became entitled to an increment on 1st September 1980, his new point at that date shall be the same as, or at the discretion of the local education authority, one point higher than, the salary point applicable to him on the scale operative on 31st August 1980; or

(*b*) if he did not become entitled to an increment on 1st September 1980, his new point shall be one point lower than, or, at the discretion of the local education authority, the same point as, the salary point applicable to him on the scale operative on 31st August 1980.

(3) A teacher who before 1st September 1980 was appointed to the post of Principal, to take effect on or after that date, and whose remuneration was fixed by reference to a point on the then existing incremental scale shall, subject to the minimum, be placed on the present scale one point below that originally specified, or, at the discretion of the local education authority, on the same point.

(4) (*a*) Subject to paragraph 3(*b*) above, and to paragraph (*b*) below, a Vice-Principal who was in post on 31st August 1980 shall—

(i) immediately before 1st September 1980 have the personal salary scale applicable to him at 31st August 1980 under section 12(*a*), increased by two points throughout such scale, while retaining his existing salary point in the first column of the table in paragraph 3 above; and

(ii) as from 1st September 1980 he shall receive one increment, or at the discretion of the local education authority, two increments in addition to the increment, (if any) to which, under this document, he became entitled on 1st September 1980, subject to his not receiving less than the minimum or more than the maximum of his new scale.

(*b*) If it would result in his receiving a higher maximum, he may have his salary scale re-determined in accordance with the criteria indicated in paragraph 3(*b*) above, having regard to the revised maximum of the scale of the Principal of his college."

4. In paragraph 13B (1) of Appendix III, for the sum there mentioned there shall be substituted the sum of "£183".

Mark Carlisle,
Secretary of State for
Education and Science.

23rd October 1980.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order amends the Document relating to the remuneration of teachers in establishments for further education (within the meaning of the Further Education Regulations 1975) maintained by local education authorities and of other such further education teachers on the staff of such authorities (except teachers seconded to bodies which reimburse the employing authorities the amount of their salaries) so as to give effect to recommendations made, respectively, by the appropriate Burnham Committee under section 2 and by arbitrators appointed in pursuance of section 3 of the Remuneration of Teachers Act 1965.

SI 1980/1611
ISBN 0-11-007611-7

