STATUTORY INSTRUMENTS

1974 No. 958

EDUCATION, ENGLAND AND WALES

The Remuneration of Teachers (Further Education) (Amendment) Order 1974

Made - - - - 3*rd June* 1974

Coming into Operation 4*th June* 1974

Whereas—

(1) in pursuance of section 2(2) of the Remuneration of Teachers Act 1965(**a**) (hereinafter referred to as "the Act") the Committee constituted under section 1 of the Act for the purpose of considering the remuneration payable to teachers in establishments for further education (other than farm institutes) maintained by local education authorities (hereinafter referred to as "the Committee") have transmitted to the Secretary of State for Education and Science (hereinafter referred to as "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**) (hereinafter referred to as "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 such teachers, namely, the Remuneration of Teachers (Further Education) 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 TEACHERS IN ESTABLISHMENTS FOR FURTHER EDUCATION, ENGLAND AND WALES, 1973" (hereinafter referred to as "the Document");

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

(**a**) 1965 c. 3.
(**b**) S.I. 1973/616 (1973 I, p. 1950).
(**c**) 1973 c. 9.
(**d**) S.I. 1973/1223 (1973 II, p. 3659).

(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 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 hereby orders as follows:—

Citation and Commencement

1. This Order may be cited as the Remuneration of Teachers (Further Education) (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 the Document

3. The scales and other provisions set out 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.

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 and Lecturers Grade I to receive an increment of £81)—

(*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 10 shall be deleted; and

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

"10. 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.

(a) 1889 c. 63.

11. 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).

12. Such other qualifications or courses as are accepted by the Burnham Further Education Committee."

(*b*) In Part II of annex E (which specifies the qualifications which entitle Assistant Lecturers and Lecturers Grade I 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 qualication 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 and Lecturers Grade I to be classed as good honours graduates for salary purposes)—

(*a*) paragraph 11 shall be deleted; and

(*b*) the following qualifications shall be added after that specified in paragraph 10:—

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

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

13. (*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.

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

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

SCHEDULE 2

Amendments Effective from 1st April 1974

1. In section 1 of Part I of the Document there shall be inserted after the words "relating to" the words "safeguarding (section 12),".

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

(*a*) for sub-section (4)(*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 or 2 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 I scale but not proceed beyond the penultimate point of that scale."

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

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

"(*b*) The scale in the case of a Reader appointed in that capacity before 1st April 1974 shall be the four points on the salary range set out in paragraph 3 of appendix I corresponding to those that formed the scale applicable to him under the salaries document as in operation on 31st March 1974."

(*c*) for the reference in sub-section 5(*c*) to "17th July 1973" there shall be substituted a reference to "1st April 1974".

3. In Part III of the Document (which relates to additional payments and allowances)—

(*a*) in sub-section 11(1) for the sum of "£220" there shall be substituted the sum of "£234";

(*b*) in sub-section 11(2) for the sum of "£430" there shall be substituted the sum of "£459";

(*c*) in sub-section 11(3) for the sum of "£645" there shall be substituted the sum of "£690";

(*d*) in sub-section 11(4) for the sum of "£375" there shall be substituted the sum of "£402".

4. In Part IV of the Document (which sets out supplementary provisions relating to teachers' salaries)—

(*a*) the following section shall be substituted for section 12:—

"12. **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 reorganisation or closure, 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 12 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 for the teaching staff of farm institutes and for teachers of agricultural (including horticultural) subjects 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 additional payments or 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 education 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 except that payable under section 9 of this document where the conditions of that section are satisfied.

(*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

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

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

(*c*) A teacher in receipt of a salary under sub-section (2)(*a*) above shall not be entitled to any additional payments or allowances under Part III of this document other than the "London Area" payment under section 9 where the conditions of that section are satisfied.

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

(*b*) for the reference in section 14 to "1st April 1973" there shall be substituted a reference to "1st April 1974".

5. 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 and Lecturers Grade I**

Incremental Point	*Assistant Lecturers*	*Lecturers Grade I*
	£	£
0	1,500	1,800
1	1,581	1,884
2	1,662	1,971
3	1,743	2,061
4	1,824	2,151
5	1,905	2,241
6	1,986	2,331
7	2,070	2,421
8	2,154	2,511
9	2,238	2,601
10	2,325	2,691
11	2,412	2,781
12	2,502*	2,874*
13	2,502	
14	2,502	
15	2,616	

*Where an Assistant Lecturer or a Lecturer Grade I 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 incremental point 12 shall be as follows:—

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

2. **Lecturers Grade II, Senior Lecturers and Principal Lecturers**

Incremental Point	*Lecturers Grade II*	*Senior Lecturers*	*Principal Lecturers*
	£	£	£
0	2,700	3,525	3,837
1	2,796	3,621	3,945
2	2,892	3,717	4,053
3	2,988	3,816	4,161
4	3,084	3,915	4,269
5	3,180		
6	3,276	see (*a*), (*c*) and (*d*)	see (*b*), (*c*) and (*d*)
7	3,375	below	below
8	3,474		

(*a*) The scale for a Senior Lecturer shall be extended by three increments of £99 to a maximum of £4,212 per annum where he is responsible for a significant amount of work of advanced standard in a Grade IV, V or VI department and is eligible to receive £3,915 per annum, excluding any "London Area" and other above-scale payments.

(*b*) The scale for a Principal Lecturer shall be extended by five increments of £111 to a maximum of £4,824 per annum where he is responsible for a significant amount of work of A1 standard in a Grade IV, V or VI department and is eligible to receive £4,269 per annum, excluding any "London Area" and other above-scale payments.

(*c*) For the purposes of (*a*) and (*b*) above:

(i) a teacher may be regarded as eligible to receive £3,915 per annum in the case of a Senior Lecturer, or £4,269 per annum in the case of a Principal Lecturer, from the date that he would have received that rate (excluding any "London Area" or other above-scale payment) but for the uniform incremental date of 1st April applying;

(ii) where as a result of a review under appendix II a department is placed below grade IV, a Senior Lecturer, or a Principal Lecturer, who had been properly paid on the extended part of his scale while the department was in a higher grade shall continue to be so paid for as long as he remains in the same post but no new appointments shall be made to the extended part of the scale while the department remains below Grade IV.

(*d*) Special provisions for determining the correct position of a Senior Lecturer or Principal Lecturer on the extended part of the appropriate scale are set out in Appendix III.

3. Readers

The scale of salaries for Readers are determined by local education authorities from the following range:

Salary Range
£
3,729
3,837
3,945
4,053
4,161
4,269
4,380
4,491
4,602
4,713
4,824

4. Heads of Departments

Incremental Point	*Grades*					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	3,213	3,582	3,939	4,245	4,614	4,944
1	3,303	3,690	4,047	4,359	4,728	5,070
2	3,396	3,798	4,155	4,473	4,842	5,196
3	3,489	3,906	4,263	4,587	4,956	5,322
4	3,582 (see (*a*) below)	4,017	4,374	4,704	5,073	5,442 (see (*b*) below)

(*a*) Where prior to 16th February 1968 a department had been established 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.

5. **Vice-Principals**

The Scale of salaries for full-time Vice-Principals are determined by local education authorities from the following salary ranges:

Group	*Range of Minimum Salary*	*Increments*	*Range of Maximum Salary*
	£	£	£
0	—	—	not exceeding £3,156
1	2,820—3,027	93(4)	3,192—3,399
2	3,045—3,285	93(4)	3,417—3,657
3	3,309—3,531	93(4)	3,681—3,903
4	3,540—3,765	105(4)	3,960—4,185
5	3,798—4,032	105(4)	4,218—4,452
6	4,056—4,290	105(4)	4,476—4,710
7	4,311—4,545	105(4)	4,731—4,965
8	4,602—4,926	108(4)	5,034—5,358
9	4,956—5,283	108(4)	5,388—5,715
10	5,277—5,589	108(4)	5,709—6,021
11	5,622—5,943	108(4)	6,054—6,375
12	5,964—6,283	108(4)	6,396—6,717
13*	6,297—6,618	108(4)	6,729—7,050

*Where an establishment in Group 13 has a unit total determined in accordance with Parts C and E of appendix II in excess of 11,000 units the scale for the post of Vice-Principal shall be increased by £118 per annum.

Where in an establishment below Group 13 the local education authority consider that there are exceptional circumstances which justify a higher salary scale than that permissible within the appropriate prescribed range, the authority may apply to the Secretary of State for approval to payment on such higher scale as they deem appropriate.

6. **Principals**

The scale of salaries for Principals are determined by local education authorities from the following salary ranges:

Group	*Range of Minimum Salary*	*Increments*	*Range of Maximum Salary*
	£	£	£
0	—	—	not exceeding £3,763
1	3,393—3,662	99(4)	3,789—4,058
2	3,696—3,963	99(4)	4,092—4,352
3	3,984—4,254	105(4)	4,404—4,674
4	4,299—4,569	105(4)	4,719—4,989
5	4,602—4,872	105(4)	5,022—5,292
6	4,938—5,187	111(4)	5,382—5,631
7	5,199—5,448	111(4)	5,643—5,892
8	5,481—5,859	126(4)	5,985—6,363
9	5,913—6,291	126(4)	6,417—6,795
10	6,305—6,681	126(4)	6,809—7,185
11	6,723—7,101	126(4)	7,227—7,605
12	7,110—7,488	126(4)	7,614—7,992
13*	7,497—7,875	126(4)	8,001—8,379

*Where an establishment in Group 13 has a unit total determined in accordance with Parts C and E of appendix II in excess of 11,000 units the scale for the post of Principal shall be increased by £161 per annum.

Where in an establishment below Group 13 the local education authority consider that

there are exceptional circumstances which justify a higher salary scale than that permissible within the appropriate prescribed range, the authority may apply to the Secretary of State for approval to payment on such higher scale as they deem appropriate."

6. In Appendix II to the Document (which relates to the grading of posts in establishments for further education) for the words "For the purposes of this paragraph Principal Lecturers are deemed to be Senior Lecturers" in paragraph 3 of Part A there shall be substituted the following:—

"For the purposes of this paragraph (i) Principal Lecturers shall be counted as Senior Lecturers and (ii) Assistant Lecturers transferred to the Lecturer Grade I scale under sub-section 4(*a*) of this Document shall continue to be counted as Assistant Lecturers."

7. 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) Except as provided in sub-paragraph (2) below, 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" or other above scale payments) had the scale in operation on 31st March 1974 continued to apply.

(2) A Lecturer Grade I appointed in that capacity between 25th February 1972 and 31st March 1973 shall, on application by the teacher to his employing authority, have the salary payable to him from 1st April 1974 recalculated as though he had been appointed Lecturer Grade I on 1st April 1973 if this gives him a higher rate of salary than otherwise applicable to him.

(3) 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 "London Area" or other above scale payments), or

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

(4) Any Assistant Lecturer or Lecturer Grade I 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 four increments if Parts I and III of such annex apply and the teacher was previously paid as a non-graduate, and by two 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. An Assistant Lecturer appointed on or after 1st April 1974 shall enter the appropriate salary 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 8 below and annexes A, B and C to this appendix.

Lecturers Grade I

7. (1) A Lecturer Grade I transferred from the Assistant Lecturer scale in accordance with the requirements of sub-section 4(*a*) of this document shall enter the Lecturer Grade I 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 I, 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

(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 8 below, in respect of full-time study, training or research in accordance with annex A to this appendix, or previous service as a Lecturer Grade I in an establishment for further education 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 I.

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 I, together with an addition of £183,

whichever is the higher.

(3) Where, however, the Lecturer Grade I 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 scale, subject to the maximum not being exceeded, at the salary applicable in the former post based on service to date of appointment, plus (except where the salary scale in the former post had a higher maximum than that for Lecturers Grade I) 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 establishment for further education;

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

(*b*) in sub-paragraph 8(1) for the sums of "£36", "£66", "£72" and "£60" there shall be substituted the sums of "£39", "£71", "£77", and "£64" respectively;

(*c*) for each reference in paragraphs 10 to 18 inclusive to "1st April 1973" there shall be substituted a reference to "1st April 1974";

(*d*) in sub-paragraph 10(*a*) for the sums of "£70" and "£91" there shall be substituted the sums of "£75" and "£96" respectively;

(*e*) in sub-paragraph 10(*d*) for the sum of "£182" there shall be substituted the sum of "£192";

(*f*) for each reference in paragraph 11 to the sum of "£3,655" there shall be substituted a reference to the sum of "£3,915";

(*g*) in sub-paragraph 11(*a*) for the sums of "£78", "£84" and "£91" there shall be substituted the sums of "£84", "£90" and "£96" respectively;

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

(*i*) for each reference in paragraph 12 to the sum of "£3,655" there shall be substituted a reference to the sum of "£3,915";

(*j*) for each reference in paragraph 13 to the sum of "£3,989" there shall be substituted a reference to the sum of "£4,269";

(*k*) in sub-paragraph 13(*a*) for the sums of "£101" and "£102" there shall be substituted the sum of "£108";

(*l*) in sub-paragraph 13(*b*) for the sum of "£204" there shall be substituted the sum of "£216";

(*m*) for each reference in paragraph 14 to the sum of "£3,989" there shall be substituted a reference to the sum of "£4,269";

(*n*) for the table in sub-paragraph 16(*a*) specifying the maximum values for previous experience for heads of departments there shall be substituted the following table:

"

Grade of Department to which appointed or re-appointed	Maximum Value	
	For experience gained before 1st April 1971 (i)	For experience gained from 1st April 1971 (ii)
I	5 increments of £71	£90 per annum
II	5 increments of £88	£108 per annum
III	2 increments of £103 and 2 of £108	£108 per annum
IV	4 increments of £108	£114 per annum
V	4 increments of £114	£114 per annum
VI	4 increments of £118	£120 per annum

"

(*o*) in sub-paragraph 16(*b*) there shall be inserted after the words "equivalent to" the words "the sum of the first";

(*p*) for the table in sub-paragraph 17(1)(*a*) specifying the maximum values for previous experience for vice-principals there shall be substituted the following table:

"

Group of Establisment to which appointed or re-appointed	Maximum Value	
	For experience gained before 1st April 1971 (i)	For experience gained from 1st April 1971 (ii)
0	As payable under the 1969 salaries document increased by 26 per cent.	As determined by the local education authority
1—3	4 increments of £84	£93 per annum
4—5	4 increments of £84	£105 per annum
6—7	3 increments of £105	£105 per annum
8—13	4 increments of £108	£108 per anum

"

(*q*) for the table in sub-paragraph 18(1)(*a*) specifying the maximum values for previous experience for principals there shall be substituted the following table:

"

Group of Establishment to which appointed or re-appointed	Maximum Value	
	For experience gained before 1st April 1971 (i)	For experience gained from 1st April 1971 (ii)
0	As payable under the 1969 salaries document increased by 26 per cent.	As determined by the local education authority
1—2	4 increments of £99	£99 per annum
3—5	4 increments of £105	£105 per annum
6—7	3 increments of £111	£111 per annum
8—13	4 increments of £126	£126 per annum

"

8. In annex D to appendix III to the document (which sets out the qualifications and/or courses entitling assistant lecturers and lecturers grade I to an increment) the words "of £81 per annum" and "of £81" shall be deleted.

9. In Appendix IV to the Document (which relates to part-time teachers) the words "as hitherto" shall be deleted from paragraph 1.

SCHEDULE 3

AMENDMENTS EFFECTIVE FROM 1st SEPTEMBER 1974

1. In Appendix I to the document (which sets out the salary scales) for the reference to "1st April" in footnote (*c*)(i) to paragraph 2 there shall be substituted a reference to "1st September ".

2. In Appendix II to the document (which relates to the grading of posts in establishments for further education)—

(*a*) for the table in paragraph 3 of Part A specifying the proportion of posts there shall be substituted the following table:—

"

Standard of work	*Grade*	*Proportion of Posts* (i)	(ii)*
A1	Senior Lecturers	Between 45% and 65%	Between 50% and 75%
	Lecturers Grade II	Between 35% and 55%	Between 25% and 50%
A2	Senior Lecturers	Between 35% and 55%	Between 40% and 60%
	Lecturers Grade II	Between 45% and 65%	Between 40% and 60%
B	Lecturers Grade II	Between 40% and 60%	Between 40% and 60%
	Lecturers Grade I	Between 40% and 60%	Between 40% and 60%
C	Lecturers Grade I	Between 70% and 100%	Between 70% and 100%
	Assistant Lecturers	Up to 30%	Up to 30%

*Column (ii) is applicable where the provisions of paragraph 151 of the Counter-Inflation (Prices and Pay Code) (No. 2) Order 1973(**a**) are satisfied or where a college of education is merged in an establishment of further education on or after 1st September 1974."

(*b*) for the reference in paragraph 1 of Part C to "1st September 1973" there shall be substituted a reference to "1st September 1974";

(*c*) for the reference in paragraph 2 of Part C to "1972-73" there shall be substituted a reference to "1973-74";

(*d*) for the reference in sub-paragraph 2(iv) of Part C to "1st November 1972" there shall be substituted a reference to "1st November 1973";

(*e*) for the reference in sub-paragraph 2(*a*) of Part D to "1st September 1973" there shall be substituted a reference to "1st September 1974";

(*f*) for the reference in paragraph 5 of Part D to "1st September 1970" and "1st September 1973" there shall be substituted a reference to "1st September 1971" and "1st September 1974" respectively;

(**a**) S.I. 1973/1785 (1973 III, p. 5445).

(*g*) for paragraph 6 of Part D there shall be substituted the following paragraph:—

"6. Where under the provisions of paragraph 5 above a department which was newly opened or reorganised after 1st September 1971 is placed in a grade below that in which it was placed under the corresponding provisions of this Document as in force on 31st August 1974 the existing Head of Department shall continue to receive salary on the scale appropriate to the higher grade."

(*h*) for the reference in paragraph 2 of Part E to "1st September 1973" there shall be substituted a reference to "1st September 1974";

(*i*) for the references in paragraph 4 of Part E to "1st September 1970" and "1st September 1973" there shall be substituted references to "1st September 1971" and "1st September 1974" respectively;

(*j*) for paragraph 5 of Part E there shall be substituted the following paragraph:—

"5. Where under the provisions of paragraph 4 above an establishment for further education which was newly opened or reorganised after 1st September 1971 is placed in a group below that in which it was placed under the corresponding provisions of this Document as in force on 31st August 1974, the existing Principal and/or full-time Vice-Principal shall continue to receive salary on a scale determined by the local education authority from the appropriate range of salaries for the higher group."

3. 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 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(4) 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, unless he becomes entitled to a higher salary under sub-paragraph 5(4) of this appendix or is appointed to the extended part of the scale for Senior Lecturers or Principal Lecturers."

(*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 each reference in sub-paragraphs 5(2), 5(3) and 5(4) to "1st April 1974" there shall be substituted a reference to "1st September 1974";

(*f*) for the reference in sub-paragraph 5(3) to "31st March 1974" there shall be substituted a reference to "31st August 1974";

(*g*) for each reference in paragraphs 6 to 18 inclusive to "1st April 1974" there shall be substituted a reference to "1st September 1974";

(*h*) the words "based on service to date of appointment as Lecturer Grade I" in sub-paragraph 7(2)(*b*) shall be deleted;

(*i*) for the words "at the salary applicable in the former post, based on service to date of appointment"in sub-paragraphs 7(3), 16(*b*), 17(*b*) and 18(*b*) there shall be substituted the words "at the salary payable in the former post";

(*j*) for the words "the salary applicable in the former post, based on service to date of appointment" in sub-paragraphs 10(*d*), 11(*b*) and 13(*b*) there shall be substituted the words "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 establishments for further education (other than farm institutes) maintained by 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 TEACHERS IN ESTABLISHMENTS FOR FURTHER EDUCATION, ENGLAND AND WALES, 1973" which was brought into operation by the Remuneration of Teachers (Further Education) Order 1973. The amendments specified in Schedule 1 and Schedule 2 to the Order take effect retrospectively on 1st April 1973 and 1st April 1974 respectively, by virtue of section 7(3) of the Remuneration of Teachers Act 1965.

SI 1974/958
ISBN 0-11-040958-2

