STATUTORY INSTRUMENTS

1981 No. 1236

EDUCATION, ENGLAND AND WALES

The Remuneration of Teachers (Primary and Secondary Schools) (Amendment) (No. 2) Order 1981

Made - - - -	24*th August* 1981
Coming into Operation	28*th August* 1981

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 primary and secondary schools maintained by local education authorities and to other persons employed by such authorities as teachers in the provision of primary or secondary education other than those in an establishment maintained by a local authority in the exercise of a Social Service function (" 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 an increase in the remuneration of such teachers (" the teachers in question ") ;

(2) 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 (Primary and Secondary Schools) Order 1979(**b**) ; the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) Order 1980(**c**) ; the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) (No. 2) Order 1980(**d**) ; the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) (No. 3) Order 1980(**e**) and the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) Order 1981(**f**) ;

(3) it appears to the Secretary of State that effect can most 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 Orders, namely, the document published by Her Majesty's Stationery Office on 21st September 1979 entitled " SCALES OF SALARIES FOR TEACHERS IN PRIMARY AND SECONDARY SCHOOLS, ENGLAND AND WALES 1979 " (" the Document ") ;

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

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

(**a**) 1965 c. 3. (**b**) S.I. 1979/1193. (**c**) S.I. 1980/965.
(**d**) S.I. 1980/1197. (**e**) S.I. 1980/1331. (**f**) S.I. 1981/65.

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

Citation

1. This Order may be cited as the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) (No. 2) Order 1981.

Operation and effect

2. This Order shall come into operation on 28th August 1981 and shall have effect—

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

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

(*c*) for the purposes of Article 5 thereof as from 1st April 1981;

(*d*) for the purposes of Article 6 thereof as from 1st September 1981;

(*e*) for the purposes of Article 7 thereof as from the date this Order comes into operation.

Amendments effective from 1st April 1980 to 31st March 1981

3. The scales and other provisions contained in the document are, as respects the period beginning with 1st April 1980 and ending immediately before 1st April 1981, hereby amended as provided in Schedule 1 to this Order.

Amendments effective from 1st September 1980 to 31st August 1981

4. The scales and other provisions contained in the document are, as respects the period beginning with 1st September 1980 and ending immediately before 1st September 1981, hereby amended as provided in Schedule 2 to this Order.

Amendments effective from 1st April 1981

5. The said scales and other provisions are, with effect from 1st April 1981, hereby amended as provided in Schedule 3 to this Order.

Amendments effective from 1st September 1981

6. The said scales and other provisions are, with effect from 1st September 1981, hereby amended as provided in Schedule 4 to this Order.

Amendments effective from the date of this Order

7. The said scales and other provisions are, with effect from the date this Order comes into operation, hereby amended as provided in Schedule 5 to this Order.

Construction of the Document

8. For the avoidance of doubt it is hereby declared that the document shall be construed as if—

(*a*) in section 11(2), the reference to paragraph 7 were a reference to paragraph 11;

(*b*) in section 14(2)(*b*), the reference to paragraph 11 were a reference to paragraph 9;

(*c*) in section 16(1)(*a*), the reference to subsection 3(ii), (iii) or (iv) were a reference to subsection 3(ii) or (iii);

(*d*) in section 18(*a*), the reference to section 19 of the Primary and Secondary Salaries Document 1978 were a reference to section 18 of that Document, and the reference to 31st March 1978 were a reference to 31st March 1979 ;

(*e*) in paragraph 2 of Part A of, and in the second column of Annex B to Appendix II, the reference to Welsh Office Form Stats 1 (Wales) were a reference to Welsh Office Form Stats 1 ; and

(*f*) in paragraph 52 of Part II of Annex E to Appendix III, the second reference to paragraph 2 of Part I were a reference to paragraph 3 thereof.

SCHEDULE 1

AMENDMENTS EFFECTIVE FROM 1st APRIL 1980 UNTIL 31st MARCH 1981

In Part A of Appendix II—

(*a*) for paragraph 6(3) there shall be substituted the following paragraph—

"(3) Subsection (1) above shall apply to a school, which was newly-opened or reorganised in a year mentioned below, subject to the provisions specified hereunder in respect of that year—

(*a*) In any of the years beginning 1st April 1972, 1973 or 1974:

For the three years beginning 1st April 1979 on the review average for 1979 or the unit total for 1979 whichever is the greater, subject to the provisions of paragraph 8 and 16 of Part A of this Appendix.

(*b*) In the year beginning 1st April 1975:

For the period 1st April 1979 to 31st March 1982 on (*a*) the average of the unit totals for 1977, 1978 and 1979 or (*b*) the unit total for 1979 or (*c*) the estimated unit total for 1979, whichever is the greatest. Where a new head or deputy head teacher is appointed during the period 1st April 1979 to 31st March 1982, the head or deputy head teacher scale applicable shall be based on whichever is the greater of (*a*) or (*b*) above.

(*c*) In the year beginning 1st April 1976:

For the period 1st April 1980 to 31st March 1982 on (*a*) the average of the unit totals for 1978, 1979 and 1980, or (*b*) the unit total for 1980 or (*c*) the estimated unit total for 1980, whichever is the greatest. Where a new head or deputy head teacher is appointed during the period 1st April 1980 to 31st March 1982 the head or deputy head teacher scale applicable shall be based on whichever is the greater of (*a*) or (*b*) above.

(*d*) In the year beginning 1st April 1977:

From the date of opening or reorganisation until 31st March 1981, on the estimated unit total for 1981.

(*e*) In the year beginning 1st April 1978:

From the date of opening or reorganisation until 31st March 1982, on the estimated unit total for 1982.

(*f*) In the year beginning 1st April 1979:

From the date of opening or reorganisation until 31st March 1983, on the estimated unit total for 1983.

(*g*) In the year beginning 1st April 1980:

From the date of opening or reorganisation until 31st March 1984, on the estimated unit total for 1984."

(*b*) in paragraph 16, for the words "sub-paragraph 9(2)" there shall be substituted the words "sub-paragraph 10(*b*)".

SCHEDULE 2

AMENDMENTS EFFECTIVE FROM 1st SEPTEMBER 1980 UNTIL 31st AUGUST 1981

In Part B of Appendix II, for paragraphs 3 and 4 there shall be substituted the following paragraphs—

"3. In the case of an established special school (i.e. one which was opened or last reorganised not less than 4 years prior to 1st September 1980) the salary scale for the head teacher, deputy head teacher and the group of the school shall, from 1st September 1980, be derived (in accordance with Annex B to this Appendix) from the authorised staffing establishment (as described in paragraph 1 above) on that date and the number of pupils on the register as shown on Form 7M or Welsh Office Form Stats 1 for the year 1980.

4. A special school which is newly opened or reorganised (*a*) less than 4 years prior to 31st August 1980 or (*b*) on or after 1st September 1980 shall have its group determined by the local education authority's estimate of the number of pupils and staff likely to be reached four years after the date of opening or reorganisation. On 1st September thereafter the group shall be determined in accordance with the provisions of paragraph 3."

SCHEDULE 3

AMENDMENTS EFFECTIVE FROM 1ST APRIL 1981

1. For the sum mentioned in section 8(*c*) there shall be substituted the sum " £684 ".

2. In section 9(*c*) there shall be substituted—
   (*a*) for the sum mentioned in paragraph (i), the sum " £1,443 "
   (*b*) for the sum mentioned in paragraph (ii), the sum " £1,218 "

3. In section 10 there shall be substituted—
   (*a*) for the sum mentioned in paragraph (*a*)(i), the sum " £639 "
   (*b*) for the sum mentioned in paragraph (*a*)(ii), the sum " £429 "
   (*c*) for the sum mentioned in paragraph (*c*), the sum " £576 "
   (*d*) for the sum mentioned in paragraph (*e*)(i), the sum " £525"
   (*e*) for the sum mentioned in paragraph (*e*)(ii), the sum " £342 "

4. For the sum mentioned in section 14(2), in both paragraphs (*a*) and (*b*), there shall be substituted the sum " £441 ".

5. For the sum mentioned in section 20, there shall be substituted the sum " £501 ".

6. For Appendix 1 there shall be substituted the following Appendix—

" APPENDIX 1

Scales of Salaries

1. Qualified Teachers (excluding Head Teachers and Deputy Head Teachers) in schools other than special schools and Unqualified Teachers to whom section 7(2) applies—

Incremental point	Scales				
	1	2	3	4	Senior Teacher
	£	£	£	£	£
0	4,653	5,346	6,612	7,869	8,478
1	4,869	5,547	6,843	8,208	8,796
2	5,028	5,754	7,077	8,478	9,117
3	5,190	5,964	7,317	8,796	9,432
4	5,346	6,180	7,596	9,117	9,753
5	5,547	6,396	7,869	9,432	10,203
6	5,754	6,612	8,208	9,753	10,572
7	5,964	6,843	8,478	10,203	11,082
8	6,180	7,077	8,796	10,572	11,454
9	6,396	7,317	9,117		
10	6,612	7,596	9,432		
11	6,843	7,869			
12	7,077	8,208			
13	7,317				

Note 1

Where a teacher paid on Scale 1 is entitled to be classed as a good honours graduate for salaries purposes under the conditions set out in Parts I and III of Annex E to Appendix III, the scale shall be extended as follows:—

Incremental point	Salary
	£
14	7,596
15	7,869

Note 2

Teachers entitled to be paid a personal salary of £3,609 per annum on 31st March 1975 as good honours graduates on Scale 2 under the provisions of Appendix I to the 1974 Primary and Secondary Salaries Document shall be paid a personal salary of £8,478.

Note 3

In the case of a teacher to whom section 10(*b*) applies, this paragraph shall have effect subject thereto and the additional increment there referred to shall equal the last increment on the scale in this paragraph applicable to him as extended, where *Note* 1 applies, as therein provided.

2. Qualified Teachers (excluding Head Teachers and Deputy Head Teachers) in special schools—

Incremental point	Salary scales			
	1	2(S)	3(S)	Senior Teacher
	£	£	£	£
0	4,653	5,964	7,317	8,478
1	4,869	6,180	7,596	8,796
2	5,028	6,396	7,869	9,117
3	5,190	6,612	8,208	9,432
4	5,346	6,843	8,478	9,753
5	5,547	7,077	8,796	10,203
6	5,754	7,317	9,117	10,572
7	5,964	7,596	9,432	11,082
8	6,180	7,869	9,753	11,454
9	6,396	8,208	10,203	
10	6,612	8,478		
11	6,843	8,796		
12	7,077			
13	7,317			

Note 1

Where a teacher paid on Scale 1 is entitled to be classed as a good honours graduate for salaries purposes under the conditions set out in Parts I and III of Annex E to Appendix III, the scale shall be extended as follows:—

Incremental point	Salary
	£
14	7,596
15	7,869

Note 2

Teachers entitled to be paid a personal salary of £3,927 per annum on 31st March 1975 as good honours graduates on Scale 2(S) under the provisions of Appendix I to the 1974 Primary and Secondary Salaries Documents shall be paid a personal salary of £9,117.

Note 3

In the case of a teacher to whom section 10(*b*) applies, this paragraph shall have effect subject thereto and the additional increment there referred to shall equal the last increment on the scale in this paragraph applicable to him as extended, where *Note* 1 applies, as therein provided.

3. Qualified Deputy Head Teachers

(*a*) in schools other than special schools—

Incremental point	Group					
	Below 4	4	5	6	7	8
	£	£	£	£	£	£
0	5,820	6,882	7,701	8,784	9,279	9,753
1	6,051	7,113	7,971	9,057	9,552	10,023
2	6,279	7,344	8,247	9,324	9,828	10,293
3	6,504	7,578	8,514	9,594	10,101	10,569
4	6,735	7,812	8,784	9,846	10,368	10,842
5	6,963	8,040	9,057			
6	7,191	8,271	9,324			
7	7,422	8,502	9,594			
8	7,650	8,733				
9	7,878	8,961				
10	8,109					
11	8,337					

(*continued*)

Incremental point	Group					
	9	10	11	12	13	14
	£	£	£	£	£	£
0	10,293	10,977	11,541	12,195	12,567	13,140
1	10,569	11,259	11,817	12,471	12,849	13,422
2	10,842	11,541	12,090	12,756	13,128	13,704
3	11,121	11,817	12,369	13,032	13,407	13,986
4	11,421	12,090	12,648	13,311	13,689	14,271

(*b*) in special schools—

Incremental point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	6,741	7,815	9,303	9,630	9,972	10,296	10,953
1	6,963	8,076	9,573	9,897	10,236	10,566	11,220
2	7,185	8,334	9,834	10,158	10,497	10,827	11,487
3	7,407	8,598	10,101	10,422	10,761	11,094	11,751
4	7,629	8,859	10,362	10,689	11,025	11,355	12,021
5	7,851	9,120					
6	8,076	9,381					
7	8,298	9,642					
8	8,520						
9	8,739						
10	8,961						
11	9,186						

Note 1

Where, in a special school, the number of staff (excluding the head teacher and deputy head teacher) substantially exceeds 27 and the number of children 260, the local education authority shall have discretion to determine a scale for the deputy head teacher appropriately related to the above scale for group 9(S).

Note 2

In the case of a teacher to whom section 10(*b*) applies, this paragraph shall have effect subject thereto and the additional increment there referred to shall equal the last increment on the scale in this paragraph applicable to him or, where *Note* 1 applies, on the scale determined thereunder.

4. Qualified Head Teachers

(*a*) in schools other than special schools—

Incremental point	Group						
	1	2	3	4	5	6	7
	£	£	£	£	£	£	£
0	8,184	8,541	8,940	9,501	10,296	11,022	11,703
1	8,421	8,769	9,171	9,774	10,572	11,301	11,982
2	8,649	9,003	9,402	10,044	10,845	11,574	12,258
3	8,883	9,234	9,633	10,317	11,121	11,853	12,531
4	9,111	9,471	9,864	10,590	11,388	12,129	12,810

(*continued*)

Incremental point	Group						
	8	9	10	11	12	13	14
	£	£	£	£	£	£	£
0	12,540	13,506	14,385	15,525	16,623	17,514	18,522
1	12,816	13,788	14,664	15,810	16,983	17,880	18,888
2	13,098	14,067	14,949	16,101	17,343	18,240	19,251
3	13,374	14,349	15,225	16,389	17,706	18,603	19,617
4	13,650	14,631	15,513	16,680			

(*b*) in special schools—

Incremental point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	9,708	10,287	11,451	11,835	12,687	13,293	13,881
1	9,936	10,551	11,724	12,108	12,957	13,572	14,166
2	10,161	10,824	11,994	12,378	13,233	13,845	14,454
3	10,392	11,094	12,264	12,648	13,506	14,121	14,742
4	10,620	11,358	12,537	12,924	13,779	14,397	15,033

Note 1

Where, in a special school, the number of staff (excluding the head teacher and deputy head teacher) substantially exceeds 27 and the number of children 260, the local education authority shall have discretion to determine a scale for the head teacher appropriately related to the above scale for group 9(S).

Note 2

In the case of a teacher to whom section 10(*b*) applies, this paragraph shall have effect subject thereto and the additional increment there referred to shall equal the last increment on the scale in this paragraph applicable to him or, where *Note* 1 applies, on the scale determined thereunder.

5. Unqualified Teachers other than those to whom subsections 7(2)(*a*), 8(*a*) and 9(*a*) of Part III apply—

Incremental point	Scale		
	A	B	C
	£	£	£
0	4,005	4,005	4,326
1	4,092	4,092	4,410
2	4,173	4,173	4,500
3	4,260	4,260	4,584
4	4,350	4,350	4,683
5		4,437	4,863
6		4,524	5,046
7		4,626	5,229
8			5,409
9			5,613
10			5,820
11			6,027

Note 1

Scale C may be extended by one or two increments of £207 to a maximum of £6,234 or £6,441, as the case may be, in the case of a teacher who, in the opinion of the local education authority, possesses a qualification of particular value in the performance of his duties.

Note 2

Unqualified teachers shall be placed in Scales A, B or C in accordance with the following Table:

Employment authorised under	Scale applicable
Regulation 17(1) or 18 of the Schools Regulations 1959	A
Regulation 16(3) of the Schools Regulations 1959 or regulation 15(3)(*a*) or 15(3)(*b*) of the Handicapped Pupils and Special Schools Regulations 1959 (as amended)	B
Regulation 16A of the Handicapped Pupils and Special Schools Regulations 1959 (as amended)	C

Note 3

In the case of an unqualified deputy head teacher or an unqualified head teacher who is paid on a scale set out in this paragraph and is entitled to an allowance under section 8 or, as the case may be, section 9, that allowance shall be increased—

(*a*) in the case of the deputy head teacher of a special school, to £684;

(*b*) in the case of a head teacher of a special school, to £1,443;

(*c*) in the case of any other head teacher, to £1,218.

6. Unqualified Deputy Head Teachers of Special Schools to whom subsection 8(*a*) of Part III applies

Incremental point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	6,096	7,197	8,616	8,919	9,432	9,786	10,422
1	6,318	7,452	8,871	9,174	9,693	10,044	10,683
2	6,540	7,701	9,126	9,429	9,951	10,308	10,950
3	6,759	7,956	9,381	9,684	10,215	10,563	11,211
4	6,984	8,208	9,636	9,939	10,473	10,821	11,475
5	7,209	8,463					
6	7,431	8,715					
7	7,650	8,967					
8	7,872						
9	8,094						
10	8,322						
11	8,541						

7. Unqualified Head Teachers of Special Schools to whom subsection 9(*a*) of Part III applies

Incremental point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	8,946	9,591	10,812	11,172	12,024	12,726	13,317
1	9,177	9,858	11,091	11,445	12,303	13,002	13,596
2	9,414	10,134	11,367	11,724	12,582	13,287	13,878
3	9,645	10,407	11,643	11,997	12,861	13,575	14,163
4	9,879	10,677	11,919	12,279	13,146	13,854	14,442

"

7. In Part A of Appendix II—

(*a*) for paragraph 6(3) there shall be substituted the following paragraph—

" (3) Subsection (1) above shall apply to a school, which was newly-opened or reorganised in a year mentioned below, subject to the provisions specified hereunder in respect of that year—

(*a*) In any of the years beginning 1st April 1972, 1973 or 1974:

For the three years beginning 1st April 1979 on the review average for 1979 or the unit total for 1979 whichever is the greater, subject to the provisions of paragraph 8 and 16 of Part A of this Appendix.

(*b*) In the year beginning 1st April 1975:

For the period 1st April 1979 to 31st March 1982 on (*a*) the average of the unit totals for 1977, 1978 and 1979 or (*b*) the unit total for 1979 or (*c*) the estimated unit total for 1979, whichever is the greatest. Where a new head or deputy head teacher is appointed during the period 1st April 1979 to 31st March 1982, the head or deputy head teacher scale applicable shall be based on whichever is the greater of (*a*) or (*b*) above.

(*c*) In the year beginning 1st April 1976:

For the period 1st April 1980 to 31st March 1982 on (*a*) the average of the unit totals for 1978, 1979 and 1980, or (*b*) the unit

total for 1980 or (*c*) the estimated unit total for 1980, whichever is the greatest. Where a new head or deputy head teacher is appointed during the period 1st April 1980 to 31st March 1982 the head or deputy head teacher scale applicable shall be based on whichever is the greater of (*a*) or (*b*) above.

(*d*) In the year beginning 1st April 1977:
For the period 1st April 1981 to 31st March 1982 on (*a*) the average of the unit totals for 1979, 1980 and 1981, or (*b*) the unit total for 1981, or (*c*) the estimated unit total for 1981, whichever is the greatest. Where a new head or deputy head teacher is appointed during the period 1st April 1981 to 31st March 1982 the head or deputy head teacher scale applicable shall be based on whichever is the greater of (*a*) or (*b*) above.

(*e*) In the year beginning 1st April 1978:
From the date of opening or reorganisation until 31st March 1982, on the estimated unit total for 1982.

(*f*) In the year beginning 1st April 1979:
From the date of opening or reorganisation until 31st March 1983, on the estimated unit total for 1983.

(*g*) In the year beginning 1st April 1980:
From the date of opening or reorganisation until 31st March 1984, on the estimated unit total for 1984.

(*h*) In the year beginning 1st April 1981:
From the date of opening or reorganisation until 31st March 1985, on the estimated unit total for 1985."

(*b*) in paragraph 16, for the words "sub-paragraph 9(2)" there shall be substituted the words "sub-paragraph 10(*b*)".

8. In Appendix III

(*a*) After paragraph 9 there shall be inserted the following paragraph—

"9A. Where, on or after 1st April 1981 but before 28th August 1981 the date upon which the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) (No. 2) Order 1981 came into operation—

(*a*) a teacher was transferred to a different salary scale; and

(*b*) his point on that scale was determined by his local education authority in accordance with the provisions of this Document in force immediately before 1st April 1981

he shall, if that point is higher than the point on which he would have been placed had it been determined in accordance with the provisions of this Document having effect from 1st April 1981, be entitled to remain on that point."

(*b*) In paragraph 10(3)(*a*)(i), for the sum there mentioned there shall be substituted the sum "£5,547".

(*c*) In paragraph 12(i)(*a*) there shall be substituted the following paragraph—

"(*a*) subject to sub-paragraph (2) and paragraph 13 below, reckonable increments in respects of periods before 1st April 1971 shall be valued at:

1st and 2nd increments	£111 each
3rd to 10th increments (inclusive)	£198 each
11th to 14th increments (inclusive)	£219 each

with proportionate amounts for twelfths of increments;"

(*d*) for sub-paragraphs (1) to (4) of paragraph 14 there shall be substituted the following sub-paragraphs—

"(1) at the minimum; or

(2) at the rate of salary which would have been applicable to him as a result of the calculation of his position on Scale 1 under paragraph 10(1)(*a*) above plus either:

(*a*) a promotion increase of 1½ increments on the new scale ; or

(*b*) the promotion increases which would be applicable to him if placed on the highest scale below that for Deputy Head Teacher applicable to the particular school ;

plus, in each case, the additional payments under sub-sections 10 (*a*) and (*b*) where applicable, if the appointment is to a special school except where for the purposes of paragraph (*b*) above the promotion involves Scale 2(S) or 3(S), whichever is the greater ; or

(3) at the rate determined in accordance with paragraphs 15 to 18 below where the head (or deputy head) teacher has been placed on the head (or deputy head) teacher scale following service on another scale for qualified teachers under this document, plus the additional payments under sub-sections 10(*a*) and (*b*) where applicable if the appointment is to a special school, unless the teacher was previously paid on Scale 2(S) or 3(S) or as Head Teacher or Deputy Head Teacher of a special school ; or

(4) at the rate of salary payable in the former post, excluding any " London Area " payment together with the promotion increase of 1½ increments on the new scale in the case of a head (or deputy head) teacher appointed or re-appointed on transfer from teaching service in a maintained establishment for further education in England or Wales.

whichever of the alternatives in sub-paragraphs (1) to (4) above produces the highest point in the scale."

SCHEDULE 4

Amendments Effective From 1st September 1981

In Part B of Appendix II, for paragraphs 3 and 4 there shall be substituted the following paragraphs—

" 3. In the case of an established special school (i.e. one which was opened or last reorganised not less than 4 years prior to 1st September 1981) the salary scale for the head teacher, deputy head teacher and the group of the school shall, from 1st September 1981, be derived (in accordance with Annex B to this Appendix) from the authorised staffing establishment (as described in paragraph 1 above) on that date and the number of pupils on the register as shown on Form 7M or Welsh Office Form Stats 1 for the year 1981.

4. A special school which is newly opened or reorganised (*a*) less than 4 years prior to 31st August 1981 or (*b*) on or after 1st September 1981 shall have its group determined by the local education authority's estimate of the number of pupils and staff likely to be reached four years after the date of opening or reorganisation. On 1st September thereafter the group shall be determined in accordance with the provisions of paragraph 3."

SCHEDULE 5

AMENDMENTS EFFECTIVE FROM THE DATE OF THIS ORDER

1. In Part II of Annex E to Appendix III, for paragraph 1 (iv) there shall be substituted the following paragraph—

"(iv) Other universities provided that the standard of the degree (or other equivalent qualification otherwise described) approximates to that of a degree of a university described above."

2. In Part III of Annex E to Appendix III, for paragraph 4 there shall be substituted the following paragraph—

"4. An honours degree or higher degree (or equivalent qualification otherwise described) of a university outside the United Kingdom provided that the standard approximates to that of a degree described in 1(1) above."

Given under the Official Seal of the Secretary of State for Education and Science on 24th August 1981.

(L.S.)

Paul Channon,
Minister of State,

Authorised by the Secretary of State for Education and Science.

EXPLANATORY NOTE

(*This Note is not part of the Order.*)

This Order amends the Document relating to the remuneration of teachers in maintained primary and secondary schools and of certain other teachers employed by local education authorities so as to give effect to recommendations made by the appropriate Burnham Committee under section 2 of the Remuneration of Teachers Act 1965.

The amendments in Schedule 1 to the Order have effect from 1st April 1980 to 31st March 1981 and are then superseded by those in Schedule 3, which also amends the scales determining the remuneration of teachers from 1st April 1981. Those in Schedule 2 have effect from 1st September 1980 until 31st August 1981 and are then superseded by those in Schedule 4. Retrospection is authorised by section 7(3) of the Remuneration of Teachers Act 1965.

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