STATUTORY INSTRUMENTS

1974 No. 747

EDUCATION, ENGLAND AND WALES

The Remuneration of Teachers (Primary and Secondary Schools) (Amendment) Order 1974

Made - - - -	*25th April* 1974
Coming into Operation	*26th April* 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 thereof for the purpose of considering the remuneration payable to teachers in primary and secondary schools 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 teachers in primary and secondary schools maintained by local education authorities, namely, the Remuneration of Teachers (Primary and Secondary Schools) 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 24th May 1973 under the title "SCALES OF SALARIES FOR TEACHERS IN PRIMARY AND SECONDARY SCHOOLS, 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 (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

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(a) 1965 c. 3.
(b) S.I. 1973/616 (1973 I, p. 1950).
(c) 1973 c. 9.
(d) S.I. 1973/956 (1973 II, p. 2887).

(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 (Primary and Secondary Schools) (Amendment) Order 1974 and shall come into operation on 26th April 1974.

Interpretation

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

Amendment of Document

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

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

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

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

SCHEDULE 1

AMENDMENTS EFFECTIVE FROM 1ST APRIL 1973

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

(*a*) the words "and 12(1)(*c*)" shall be deleted from sub-section 12(1)(*a*); and

(*b*) the following sub-section shall be substituted for sub-section 12(1)(*b*):—

"(*b*) Recognition of a school by the Secretary of State for the purposes of sub-section 12(1)(*a*) above shall cease on the closure or reorganisation of the school. Accordingly the payment to teachers in the school shall cease except in the case of an individual teacher who was in receipt of the payment immediately before the closure or reorganisation and who continues to be responsible substantially for the education of children who would have attended the school had it not been closed or reorganised."; and

(*c*) the following sub-section shall be substituted for sub-section 12(1)(*c*):—

"(*c*) The additional payments in sub-section 12(1)(*a*) above shall also apply to teachers who are appointed to a school provided for children who would have attended a school or schools formerly recognised by the Secretary of State as of exceptional difficulty if such school or schools had not been closed or reorganised."

(a) 1889 c. 63.

2. In Part V of the Document (which contains supplementary provisions relating to teachers' salaries) the following sub-section shall be substituted for sub-section 17(6):—

"(6) A teacher to whom sub-section (1) above applies shall not receive any additional payments or allowances under Part IV 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 except that:

(i) a teacher who subsequent to the closure or reorganisation is transferred to a special school or special class shall be entitled to receive the additional payment provided in section 11 for so long as the conditions of that section are satisfied and the teacher is not already in receipt of that additional payment, or a safeguarded salary as a head or deputy head teacher of a special school; and

(ii) a teacher who satisfies the conditions of sub-section 12(1)(*b*) or (*c*) may continue to receive the additional payment as provided therein."

3. In Appendix III to the Document—

(*a*) the words "or deputy head" shall be inserted after the word "head" in sub-paragraph 11(1)(*e*); and

(*b*) there shall be added to Annex E (which specifies the qualifications and/or courses entitling a qualified teacher to a payment of £78)—

(i) to paragraph 5 the following qualification in relation to the University of London:—

"Diploma in Secondary Education".

(ii) after paragraph 11 the following paragraph—

"11A. 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."

(*c*) In Part II of Annex F (which specifies the qualifications which entitle a qualified teacher to be classed as a graduate for salary purposes)—

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

(*b*) for paragraph 56 there shall be substituted the following paragraph:—

"56. Associateship of the Institution of Metallurgists if obtained after examination held in or after August 1949 except where the qualification entitles the teacher to be classed as a good honours graduate under Part III of this annex."

(*d*) In Part III of Annex F (which specifies the qualifications which entitle a qualified teacher to be classed as a good honours graduate 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 1961/62 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 "unattached teachers (section 16)" the words "safeguarding (section 17)".

2. In Part III of the Document (which relates to unqualified teachers)—

(*a*) in sub-section 9(*c*) for the sum of "£158" there shall be substituted the sum of "£168";

(*b*) in sub-section 10(*c*)(i) for the sum of "£330" there shall be substituted the sum of "£354"; and

(*c*) in sub-section 10(*c*)(ii) for the sum of "£267" there shall be substituted the sum of "£285".

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

(*a*) in sub-section 11(*a*)(i) for the sum of "£175" there shall be substituted the sum of "£195";

(*b*) in sub-section 11(*a*)(ii) for the sum of "£125" there shall be substituted the sum of "£141";

(*c*) in sub-section 11(*b*) for the sum of "£180" there shall be substituted the sum of "£198";

(*d*) in sub-section 12(1)(*a*)(i) for the sum of "£105" there shall be substituted the sum of "£114";

(*e*) in sub-section 12(1)(*a*)(ii) for the sum of "£83" there shall be substituted the sum of "£87";

(*f*) in sub-sections 15(2)(*a*) and 15(2)(*b*) for the sum of "£160" there shall be substituted the sum of "£171".

4. In Part V of the Document (which contains supplementary provisions relating to teachers' salaries), the following section shall be substituted for section 17:—

"17. SAFEGUARDING

(1) (*a*) Subject as hereafter in this section provided, a teacher who loses his post, or whose salary would otherwise be diminished, as a result of the closure or reorganisation of an educational establishment, as defined in sub-section (3)(ii) below, and who continues in service as a full-time teacher in an educational establishment maintained by the same local education authority shall be deemed for all salary purposes to continue to hold the post he held immediately before the closure or reorganisation, save however that he shall not be entitled to continue to receive the additional payment applicable to teachers in primary and secondary schools recognised by the Secretary of State as of exceptional difficulty except as provided in sub-section 12(1)(*b*) or (*c*) of this Document.

(*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 that regular full-time post immediately before the closure or reorganisation; or

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

(*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 17 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 establishments in England and Wales for Further Education, or for the teaching staff of farm institutes and for teachers of agricultural (including horticultural) subjects. 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 IV 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, except that:

(i) a teacher who subsequent to the closure or reorganisation is transferred to a special school or special class shall be entitled to receive the additional payment provided in section 11 for so long as the conditions of that section are satisfied and the teacher is not already in receipt of that additional payment, or a safeguarded salary as a head or deputy head teacher of a special school; and

(ii) a teacher who satisfies the conditions of sub-section 12(1)(*b*) or (*c*) may continue to receive the additional payment as provided therein.

(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 13 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

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

in order to take up that post he had under arrangements made by the college authority relinquished a regular full-time teaching post in a college of education, in which case, sub-section (2)(*a*) above shall apply as if he were still in that regular full-time post immediately before the closure or reorganisation; or

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

(*c*) A teacher in receipt of a salary under sub-section (2)(*a*) above shall not be paid any additional payments or allowances under Part IV of this Document other than:—

(i) the "special schools" addition under section 11 and/or

(ii) the "London Area" payment under section 13 where the conditions of the sections referred to are satisfied.

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

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

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

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 for Teachers

1. **Qualified Assistant Teachers**

Incremental Point	Scales				
	1	2	3	4	5
	£	£	£	£	£
0	1449	1590	1863	2286	2718
1	1527	1668	1956	2382	2829
2	1605	1746	2049	2478	2940
3	1683	1827	2145	2577	3051
4	1761	1908	2238	2676	3162
5	1842	1989	2334	2775	3273
6	1923	2070	2430	2874	3384
7	2004	2154	2526	2973	3498
8	2085	2238	2622	3072	3612
9	2166	2322	2721	3171	
10	2250	2406	2820†	3270	
11	2334	2490			
12	2442*	2577			
13	2442	2688†			
14	2442				
15	2553				

*Where a teacher paid on scale 1 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 F to Appendix III, the salary rates from incremental point 12 shall be as follows:

Incremental Point	Salary Rate
	£
13	2529
14	2616
15	2616
16	2616
17	2733

†Where a teacher paid on scales 2 or 3 is likewise entitled to be classed as a good honours graduate for salary purposes, the appropriate scale shall be extended by two increments of £90 per annum as follows:

Scale	
2	3
£	£
2778	2910
2868	3000

2. **Senior Teachers**

Incremental Point	Scale
	£
0	2940
1	3051
2	3162
3	3273
4	3384
5	3498
6	3612
7	3726
8	3840

3. **Qualified Deputy Head Teachers**

(*a*) Schools, other than special schools

Incremental Point	Group						
	below 3	3	4	5	6	7	8
	£	£	£	£	£	£	£
0	1782	1839	2100	2448	2988	3150	3300
1	1863	1920	2193	2547	3087	3249	3399
2	1944	2001	2286	2646	3186	3348	3501
3	2028	2082	2379	2745	3285	3450	3600
4	2112	2166	2472	2844	3387	3549	3699
5	2196	2250	2571	2943			
6	2280	2331	2670	3042			
7	2364	2415	2769	3144			
8	2448	2499	2868				
9	2532	2583	2970				
10	2616	2673					
11	2724	2787					

Incremental Point	Group					
	9	10	11	12	13	14
	£	£	£	£	£	£
0	3516	3702	3858	4023	4170	4332
1	3615	3801	3957	4122	4269	4431
2	3714	3900	4056	4224	4368	4530
3	3813	3999	4155	4323	4467	4629
4	3915	4098	4254	4422	4566	4728

(*b*) Special Schools

Incremental Point	Group							
	2(S)	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£	£
0	1962	2196	2424	2946	3141	3303	3468	3645
1	2043	2277	2520	3045	3240	3402	3567	3744
2	2124	2358	2619	3144	3339	3501	3666	3843
3	2205	2439	2718	3243	3438	3600	3765	3942
4	2289	2523	2817	3342	3537	3702	3867	4044
5	2373	2607	2916					
6	2457	2694	3015					
7	2541	2784	3117					
8	2631	2874						
9	2721	2964						
10	2811							
11	2922							

Where the unit total or review average of a special school exceeds 2100, the local education authority shall determine a deputy head teacher scale appropriately related to the scale in group 9(S).

4. Qualified Head Teachers

(*a*) Schools, other than special schools

Incremental Point	Group						
	1	2	3	4	5	6	7
	£	£	£	£	£	£	£
0	2565	2694	2850	3027	3282	3555	3855
1	2652	2781	2937	3126	3381	3654	3954
2	2739	2868	3024	3225	3480	3753	4053
3	2826	2958	3111	3324	3579	3852	4155
4	2916	3048	3201	3426	3681	3951	4254

Incremental Point	Group						
	8	9	10	11	12	13	14
	£	£	£	£	£	£	£
0	4140	4464	4788	5112	5433	5757	6078
1	4239	4563	4887	5211	5565	5889	6207
2	4338	4662	4986	5310	5697	6021	6330
3	4440	4761	5085	5409	5829	6150	6456
4	4539	4863	5184	5508			

(*b*) Special Schools

Incremental Point	Group							
	2(S)	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£	£
0	2898	3078	3255	3546	3807	4113	4332	4539
1	2985	3165	3354	3645	3906	4212	4431	4644
2	3072	3252	3453	3744	4005	4311	4530	4749
3	3159	3339	3552	3843	4104	4410	4629	4854
4	3249	3429	3654	3945	4206	4512	4731	4959

Where the unit total or review average of a special school exceeds 2100 the local education authority shall determine a head teacher scale appropriately related to the scale in group 9(S).

Scales of Salaries for Unqualified Teachers

5. **Unqualified Assistant Teachers,** other than those to whom sub-section 8(2)(*a*) applies.

Incremental Point	Scales		
	A	B	C
	£	£	£
0	1194	1194	1302
1	1230	1230	1338
2	1266	1266	1377
3	1302	1302	1413
4	1338	1338	1449
5		1377	1527
6		1413	1605
7		1449	1683
8			1761
9			1842
10			1923
11			2004
			(see below)

Scale C above may be extended by either one increment of £63 to a maximum of £2067 or by two increments of £63 to a maximum of £2130 in the case of a teacher who, in the opinion of the local education authority employing him, possesses a qualification of particular value in the performance of his duties.

Unqualified assistant teachers shall be placed on 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)**	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 **(b)**	B
Regulation 16A of the Handicapped Pupils and Special Schools Regulations 1959	C

6. **Unqualified Deputy Head Teachers of Special Schools,** to whom sub-section 9(*a*) applies.

Incremental Point	Group							
	2(S)	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£	£
0	1740	1983	2223	2742	2952	3111	3276	3453
1	1821	2064	2316	2841	3051	3210	3375	3552
2	1902	2145	2412	2940	3150	3309	3474	3651
3	1986	2229	2505	3039	3249	3408	3573	3750
4	2070	2313	2604	3141	3348	3510	3675	3852
5	2154	2397	2703					
6	2238	2481	2802					
7	2322	2565	2904					
8	2406	2652						
9	2490	2742						
10	2574							
11	2682							

(a) S.I. 1959/364 (1959 I, p. 1584). **(b)** S.I. 1959/365 (1959 I, p. 1024).

7. **Unqualified Head Teachers of Special Schools**, to whom sub-section 10(*a*) applies.

Incremental Point	Group							
	2(S)	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£	£
0	2646	2835	3024	3324	3615	3921	4140	4350
1	2733	2922	3123	3423	3714	4020	4239	4452
2	2820	3009	3222	3522	3813	4119	4338	4554
3	2907	3096	3321	3621	3912	4218	4437	4659
4	2997	3186	3423	3723	4014	4320	4539	4764

"

6. In Appendix II to the Document (which relates to unit totals and review averages)—

(*a*) for paragraph 8 there shall be substituted the following paragraph—

"8. Where a local education authority has regarded a school as one of exceptional difficulty in accordance with sub-section 12(2) of this document, the maximum of the points score range otherwise applicable to the school may be increased by 1 point or up to 20 per cent., whichever is the higher. In the calculation of the percentage increase a fraction of a point shall be rounded up to the next higher point."

(*b*) In the Annex to the said Appendix—

(i) there shall be inserted the following additional footnote to the table relating to schools, other than special schools:—

"Where under the provisions of sub-section 12(2) of this document a school in Group 1 or Group 2 is regarded as of exceptional difficulty by the local education authority one assistant teacher may be placed on scale 2."

(ii) for the table relating to special schools there shall be substituted the following table:—

"Special Schools

Unit Total or Review Average	Points Score Range	Highest Scale for Assistant Teachers	Group of School for Head and Deputy Head Teacher purposes
up to 180	0–1	Scale 2	Group 2(S)
181–300 301–360	1–2 2–3	Scale 2	3(S)
361–400 401–500	3–4 3–5	Scale 2	4(S)
501–600	4–7	Scale 3	
601–700 701–800 801–900	6–8 7–10 8–11	Scale 3	5(S)
901–1000 1001–1100 1101–1200	10–14 12–16 13–17	Scale 4	6(S)
1201–1300 1301–1400 1401–1500	15–19 17–21 19–25	Scale 4	7(S)
1501–1600 1601–1800	19–25 23–29	Scale 4	8(S)
1801–2000	27–33	Scale 4	9(S)
2001–2100	31–37	Scale 5	
2101–2200 2201–2400	31–37 35–41	Scale 5	

Where in a particular case the maximum of the points score range is not considered adequate to meet the needs of a special school, the local education authority in their discretion may exceed that maximum. In such a case, the limitations on the highest scale for assistant teachers in the school set out in the table above may also be waived, provided that the maximum of the highest assistant teacher scale then paid shall not exceed the sum of the maximum of the scale applicable to the deputy head teacher of the school and any additional payment under sub-section 15(1)(i) of this document."

7. In Appendix III (which prescribes the method of determining the correct position of a teacher on the appropriate salary scale)—

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

"6.—(1) Subject to the provisions of section 19, 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 teacher who on or after 1st April 1974 is re-appointed to a post for which the salary scale corresponds to that on which he was paid 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 7 or 8 below as appropriate, whichever is the higher."

(*b*) for each reference in paragraphs 7, 8 and 11(1) to "1st April 1973" there shall be substituted a reference to "1st April 1974";

(*c*) in paragraph 7(3)(*a*)(i) for the sum of "£1696" there shall be substituted the sum of "£1842";

(*d*) for the table in sub-paragraph 8(2) there shall be substituted the following table:—

"

Promotion		Increase
From	To	
Scale 1	Scale 2	2 × £90
Scale 2	Scale 3	2 × £99
Scale 3	Scale 4	2 × £99
Scale 4	Scale 5	2 × £114
Scale 5	Senior Teacher	2 × £114

"

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

(*f*) in sub-paragraph 11(1)(*c*) for the sum of "£175" there shall be substituted the sum of "£195";

(*g*) for the table in sub-paragraph 11(2) specifying the promotion increases for head and deputy head teachers there shall be substituted the following table:—

"

Promotion to Group	Increase	
	Head	Deputy Head
1–3 2(S)–3(S)	2 × £90	2 × £90
4–11 4(S)–8(S)	2 × £100·50	2 × £100·50
9(S)	2 × £105	2 × £100·50
12 or above	2 × £126	2 × £100·50

"

(*h*) for sub-paragraph 12(2) there shall be substituted the following sub-paragraph:—

"(2) A teacher who has been so "promoted" or "demoted" may be paid in accordance with the following arrangements provided that the maximum of the scale to which he is transferred is not exceeded:

(i) a teacher who is "promoted" from one assistant teacher scale to another or to the Senior Teacher scale may be paid the salary applicable in the former post plus a promotion increase determined in accordance with sub-paragraph 8(2) above;

(ii) a teacher who is "promoted" to an assistant teacher scale or the Senior Teacher scale from a head or deputy head teacher scale may be paid the salary applicable in the former post plus an amount equivalent to two increments at the rates set out in sub-paragraph 8(2) above according to the scale to which promoted;

(iii) a head or deputy head teacher who is "promoted" in accordance with sub-paragraph 12(1) above may be paid the salary applicable in the former post plus the promotion increase specified in sub-paragraph 11(2) above;

(iv) a teacher who is "demoted" from the Senior Teacher scale or an assistant teacher scale to another assistant teacher scale may be paid the salary applicable in the former post less an amount equivalent to two increments on the scale previously applicable and two increments on each of any intervening scales. For this purpose increments on the scales shall be deemed to be at the rates set out in sub-paragraph 8(2) above;

(v) a teacher who is "demoted" to an assistant teacher scale or the Senior Teacher scale from a head or deputy head teacher scale may be paid the salary applicable in the former post less an amount equivalent to two increments at the rates set out in sub-paragraph 11(2) above according to the head or deputy head teacher scale previously applicable;

(vi) a teacher who is "demoted" to a head or deputy head teacher post in accordance with sub-paragraph 12(1) above may be paid the salary applicable to him in his former post less an amount equivalent to two increments on the scale previously applicable. For this purpose increments on the scale shall be deemed to be at the rates set out in sub-paragraph 8(2) or 11(2) above, according to the scale previously applicable,

subject, in the case of a teacher to whom (iv), (v) or (vi) above applies and who is reverting to a scale on which he previously received salary, that he should not receive less than he would have received had he remained on that scale."

SCHEDULE 3

AMENDMENTS EFFECTIVE FROM 1ST SEPTEMBER 1974

1. For Appendix III to the Document there shall be substituted the following Appendix :—

"APPENDIX III

Method of Determining Correct Position of a Teacher on the Appropriate Salary Scale

GENERAL

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.

(2) Incremental credit under the provisions of this document in respect of teaching and other experience shall not include any period:

(*a*) undertaken before the age of 18 years;

(*b*) of absence from teaching service without pay except:

(i) in so far as the teacher's occupation during such period may otherwise be acceptable under the provisions of this document;

(ii) that where a period of such absence in any year beginning on 1st September results, or would otherwise result, in a teacher's annual increment being reduced, the first fifteen days of such absence shall count for salary increment purposes. This provision shall not apply in respect of any absence before 1st April 1969.

(3) Aggregation for incremental purposes of periods of—

(*a*) full-time service of less than one year shall be in accordance with the following arrangements:

(i) the complete calendar months shall be totalled;

(ii) other periods shall be totalled in days and the result divided by 30; and

(iii) the quotient shall be taken as complete months to be added to (i) above, and the remainder shall be counted as one month, or shall not count, according as it is 15 days or over, or less than 15 days.

(*b*) service, other than a full-time appointment, rendered on or after 1st July 1967 shall be calculated in accordance with the proportion that the service bears to full-time service (e.g. one increment for two years' half-time service) subject to the condition that not more than one increment shall, in the aggregate, be given in respect of each year of a teacher's life whether for service by itself or together with other experience which can be counted for incremental purposes. Service rendered before 1st July 1967 shall continue to be counted as hitherto.

2. No increment shall be withheld in respect of any year of teaching service unless the service in that year has been declared unsatisfactory by the local education authority. In such a case, payment of the increment shall be delayed only during the following year unless the local education authority otherwise expressly determines.

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 the next full incremental point, whichever is the nearer above the said salary, except where that salary results from an increase under sub-paragraph 5(1)(*b*) below and is an exact half incremental point on the relevant salary scale.

4. It shall be an overriding provision of this Appendix that once a teacher's incremental position on a salary scale has been correctly determined in a year beginning on 1st September that position shall apply throughout the year during any period that the teacher is entitled to salary on the same scale and is not entitled to receive a higher salary under the provisions of this document.

5.—(1) Any qualified teacher who, subsequent to being placed on a scale under this document, for the first time obtains any of the qualifications or completes any of the courses satisfying the conditions set out in annex E or annex F to this Appendix shall have the salary payable to him from the first day of service after obtaining the qualification or completing the course, as the case may be:

(*a*) re-calculated in accordance with sub-paragraph 7(1)(*a*) below in the case of a teacher on scale 1; or

(*b*) increased by:

(i) £84, where the qualification or course satisfies the conditions set out in annex E;

(ii) £168, where the qualification or course satisfies the conditions set out in parts I and II of annex F;

(iii) £336, where the qualification or course satisfies the conditions set out in parts I and III of annex F and the teacher was formerly paid as a non-graduate, or £168 where the salary was formerly as a graduate,

in the case of a teacher on scale 2 or a higher scale and subject to the maximum of the scale not being exceeded.

(2) The provisions of paragraph 3 of this Appendix shall be applied to the salary as re-calculated or increased under the terms of sub-paragraph 5(1) above.

TEACHERS CONTINUING ON OR RE-ENTERING A SCALE PREVIOUSLY APPLICABLE

6.—(1) Subject to the provisions of section 19 of this document, a teacher who was in service on 31st August 1974 and continues on the same salary scale shall have his salary on that scale re-calculated by adding incremental credit for reckonable service on the relevant scale between 1st April 1974 and 31st August 1974 to the rate of salary payable to the teacher on 31st August 1974 under the provisions of this document as in operation on that date. The salary so determined shall, subject to the provisions of paragraph 3 above, apply from 1st September 1974 (see annex G to this appendix).

(2) A teacher who on or after 1st September 1974 re-enters a salary scale which corresponds to that on which he was paid at any time between 1st April 1971 and 31st August 1974 shall enter the appropriate scale set out in appendix I:

(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) at the salary rate determined under paragraphs 7 or 8 below as appropriate,

whichever is the higher.

TEACHERS TO WHOM PARAGRAPH 6 DOES NOT APPLY OR HAS CEASED TO APPLY

Qualified Assistant Teachers, including Senior Teachers

7.—(1) A teacher, other than one to whom sub-paragraph 7(2) or 7(3) below applies, who is placed on scale 1 on or after 1st September 1974 shall, subject to the maximum of the scale not being exceeded, receive salary calculated as follows:

(*a*) the minimum of the scale to which shall be added:

(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 E of 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 F 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 F; plus

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

For the purposes of (i) and (ii) above increments shall be at the rate of £78 per annum where the relevant conditions were satisfied before 1st September 1974 and at the rate of £84 per annum where the conditions were satisfied on or after that date.

(*b*) the rate determined in accordance with paragraph 12 below, where the teacher was placed on scale 1 following service on a higher scale under this document;

or

(*c*) at the salary, excluding any "London Area" payment, payable to the teacher in his former post under the relevant salaries document as in operation from 1st September 1974 where the teacher has been appointed on transfer from teaching service in a maintained establishment for further education, a maintained farm institute or a college of education in England or Wales,

whichever is the highest applicable.

(2) A teacher who is a qualified teacher by virtue of sub-paragraphs (*f*), (*g*) or (*h*) of paragraph 2 of regulation 16 of the Schools Regulations 1959 and is placed on scale 1 shall enter the scale at the minimum, or such higher point as the local

education authority may determine to be appropriate having regard to his qualifications and experience and the salary on scale 1 of a teacher with similar qualifications and experience.

(3) A teacher who became a qualified teacher on or after 1st September 1968 by virtue of sub-paragraph (*c*) or (*d*) of paragraph 2 of regulation 16 of the Schools Regulations 1959 and is placed on scale 1 shall enter the scale:

(*a*) (i) at £1842 per annum, or

(ii) at the incremental point on scale 1 immediately above his former salary as an unqualified teacher, exclusive of any allowances or additional payments other than a payment made under section 15(1)(iii) of this document immediately before becoming a qualified teacher,

whichever is the higher in the case of a teacher appointed as a qualified teacher for the first time on or after 1st September 1974.

(*b*) at the minimum to which shall be added the same number of increments, at the rates specified in sub-paragraph 9(1) below, as he was eligible to receive above the minimum of the scale for qualified teachers applicable to him at the date of leaving his former post in the case of a teacher who is re-appointed after a break in service.

8.—(1) A teacher who is placed on scale 2, 3, 4 or 5 or the Senior Teacher scale for the first time on or after 1st September 1974 shall, subject to the maximum of the scale not being exceeded, enter the appropriate scale:

(*a*) at the minimum;

or

(*b*) at the salary applicable to him on scale 1 under sub-paragraph 7(1)(*a*) above plus a promotion increase determined in accordance with sub-paragraph 8(2) below;

or

(*c*) at a rate determined in accordance with paragraph 12 where the teacher has been placed on the scale following service on another scale for qualified teachers under this document;

or

(*d*) at the salary, excluding any "London Area" payment, payable to the teacher in his former post under the relevant salaries document as in operation from 1st September 1974 where the teacher has been appointed on transfer from teaching service in a maintained establishment for further education, a maintained farm institute or a college of education in England or Wales,

whichever is the highest applicable.

(2) The promotion increase for qualified assistant teachers placed on scales 2, 3, 4 or 5 or the Senior Teacher scale shall be as follows:

Promotion		
From	To	Increase
Scale 1	Scale 2	2 × £90
Scale 2	Scale 3	2 × £99
Scale 3	Scale 4	2 × £99
Scale 4	Scale 5	2 × £114
Scale 5	Senior Teacher	2 × £114

Where a teacher is placed on a scale higher than that next above the scale previously applicable to him the promotion increase shall be the sum of the increases that he would have received had he moved up one scale at a time, subject, at each stage, to the maximum of the scale. The provisions of paragraph 3 of this appendix shall not be applied at the intermediate stages but shall apply at the final stage in determining the teacher's commencing salary on the scale to which promoted.

9.—(1) Incremental credit allowed under the terms of annexes A, B, C and D to this appendix shall be calculated according to whether it is in respect of pre- or post-1st April 1971 experience and counted on the following basis:

(*a*) subject to paragraph 10 below, experience undertaken before 1st April 1971 shall be counted for increments as set out below:

1st increment 2nd increment	shall each be £39
3rd increment 4th increment 5th increment 6th increment 7th increment 8th increment 9th increment 10th increment	shall each be £71
11th increment 12th increment 13th increment	shall each be £77
14th (final) increment	shall be £77

(*b*) experience undertaken on or after 1st April 1971, except as provided in sub-paragraph 9(2) below, shall count for increments on scale 1 according to the incremental pattern of that scale.

(2) For the purposes of sub-paragraph 9(1) above, a year of study, training or research or a period of gainful employment accepted for an increment under annex A or C to this appendix shall be regarded as pre-1st April 1971 experience where:—

(i) the year of study, training or research accepted for an increment commenced before 1st April 1971 but ended after that date;

(ii) in the case of pre-qualified employment, one half or more of that period accepted for an increment was before 1st April 1971.

10. Incremental credit otherwise payable to a qualified teacher on scale 1 shall be reduced by one increment in the case of a teacher who, under the provisions of the Burnham Reports in operation before 31st March 1963 received salary on the scale for two year trained teachers (Scale A), except that this provision shall not apply to a teacher who:

(i) satisfactorily completed a shortened course of initial training of less than three years but not less than one year's duration entered upon on or after 1st September 1960 under the provisions of regulation 11(1)(*b*) of the Training of Teachers (Local Education Authorities) Regulations 1959(**a**) as amended by the Training of Teachers (Local Education Authorities) Amending Regulations 1960(**b**), or the corresponding regulations in force from time to time, or

(ii) received or would have received Scale C, D or E under the provisions of the amended Burnham Primary and Secondary Schools Report 1961, or

(iii) after the age of 18 years, has undertaken and satisfactorily completed not less than three years full-time study, training or research, excluding any period spent in repetition or any period taken into account for incremental purposes under the provisions of annexes A or D to this appendix. For this purpose a year of study, training or research shall be regarded as being after the age of 18 where the student attained that age in the first term of the year; the Spring, Summer and Autumn terms being deemed to end on 30th April, 31st August and 31st December respectively.

Qualified Head and Deputy Head Teachers, including Second Masters/Mistresses

11.—(1) A head (or deputy head) teacher appointed in that capacity on or after 1st September 1974 or to a school in a different group, or on re-appointment follow-

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

ing a break in service as a head or deputy head teacher shall, subject to the maximum of the scale not being exceeded, enter the appropriate scale:

(*a*) at the minimum;

or

(*b*) at the salary applicable to him on scale 1 for qualified assistant teachers under sub-paragraph 7(1)(*a*) above plus a promotion increase. The promotion increase shall be that applicable under sub-paragraph 11(2) below, or the sum that the teacher would have received under sub-paragraph 8(2) of this appendix had he been placed on the highest assistant teacher scale appropriate to the particular school including the additional payment under section 11(*a*) if the school is a special school, whichever is the greater;

or

(*c*) at the rate determined in accordance with paragraph 12 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 £195 per annum where the appointment is to a special school and the previous service was not as head or deputy head of a special school;

or

(*d*) at the salary payable in the former post, excluding any "London Area" payment, together with the promotion increase prescribed in paragraph 11(2) below 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, a maintained farm institute or a college of education in England or Wales;

whichever is the highest applicable, or

(*e*) in the case of a teacher appointed as head or deputy head teacher on transfer from service other than from maintained schools or educational establishments and where the salary calculated under sub-paragraph 11(1)(*a*) or 11(1)(*b*) above is not considered adequate, at such point on the scale applicable as the local education authority deem appropriate having regard to the provisions of sub-paragraph 11(1)(*d*) above.

(2) The promotion increase for head and deputy head teachers shall be as follows:—

Promotion to Group	Increase	
	Head	Deputy Head
1–3 2(S)–3(S)	2 × £90	2 × £90
4–11 4(S)–8(S)	2 × £100·50	2 × £100·50
9(S)	2 × £105	2 × £100·50
12 or above	2 × £126	2 × £100·50

MOVEMENT BETWEEN SCALES

12.—(1) Movement between one qualified teacher scale and another shall be deemed for salary purposes to be a "promotion" or "demotion", as the case may be, according as the maximum of the new scale to which the teacher is transferred is greater or less than the maximum of the scale previously applicable in the former post by £100 or more.

(2) A teacher who has been so "promoted" or "demoted" may be paid in accordance with the following arrangements provided that the maximum of the scale to which he is transferred is not exceeded:

(i) a teacher who is "promoted" from one assistant teacher scale to another

or to the Senior Teacher scale may be paid the salary applicable in the former post plus a promotion increase determined in accordance with sub-paragraph 8(2) above;

(ii) a teacher who is "promoted" to an assistant teacher scale or the Senior Teacher scale from a head or deputy head teacher scale may be paid the salary applicable in the former post plus an amount equivalent to two increments at the rates set out in sub-paragraph 8(2) above according to the scale to which promoted;

(iii) a head or deputy head teacher who is "promoted" in accordance with sub-paragraph 12(1) above may be paid the salary applicable in the former post plus the promotion increase specified in sub-paragraph 11(2) above;

(iv) a teacher who is "demoted" from the Senior Teacher scale or an assistant teacher scale to another assistant teacher scale may be paid the salary applicable in the former post less an amount equivalent to two increments on the scale previously applicable and two increments on each of any intervening scales. For this purpose increments on the scales shall be deemed to be at the rates set out in sub-paragraph 8(2) above;

(v) a teacher who is "demoted" to an assistant teacher scale or the Senior Teacher scale from a head or deputy head teacher scale may be paid the salary applicable in the former post less an amount equivalent to two increments at the rates set out in sub-paragraph 11(2) above according to the head or deputy head teacher scale previously applicable;

(vi) a teacher who is "demoted" to a head or deputy head teacher post in accordance with sub-paragraph 12(1) above may be paid the salary applicable to him in his former post less an amount equivalent to two increments on the scale previously applicable. For this purpose increments on the scale shall be deemed to be at the rates set out in sub-paragraph 8(2) or 11(2) above, according to the scale previously applicable,

subject, in the case of a teacher to whom (iv), (v) or (vi) above applies and who is reverting to a scale on which he previously received salary, that he should not receive less than he would have received had he remained on that scale.

(3) A teacher who moves from one scale to another, where the difference in the maxima of the scales is £99 or less, may be transferred at the salary applicable to him in his former post.

(4) For the purposes of this paragraph the salary applicable in the former post shall be deemed to be the rate of salary (excluding any additional payments under sections 11, 12(1), 13 and 14(1) of this document) payable to the teacher on the former scale as at the date of promotion or demotion, as the case may be.

(5) A head (or deputy head) teacher of a special school who while serving in that capacity becomes a qualified teacher by virtue of sub-paragraph (*f*), (*g*) or (*h*) of paragraph (2) of regulation 16 of the Schools Regulations 1959 shall be transferred from the unqualified head (or deputy head) teacher scale to the qualified head (or deputy head) teacher scale in the same group at the corresponding point.

Unqualified Teachers

Assistant Teachers

13.—(1) An unqualified teacher, other than one to whom sub-paragraph 13(2) below applies, shall enter the scale (A or B) applicable to him under sub-section 8(1)(*a*) of this document at the minimum to which shall be added, up to the maximum, incremental credit in respect of previous service or experience in accordance with annexes B and D to this appendix.

(2) An unqualified teacher:

(i) whose employment is authorised by regulation 16A of the Handicapped Pupils and Special Schools Regulations 1959 and who is placed on

scale C under the provisions of sub-section 8(1)(*a*) of this document; or

(ii) who holds the Diploma in the Teaching of Mentally Handicapped Children or the Declaration of Recognition of Experience awarded by the National Council for the Training of Mentally Handicapped Children and is placed on scale 1 under the provisions of sub-section 8(2)(*a*) of this document;

shall enter the appropriate scale at the minimum or such higher point as the local education authority may determine to be appropriate having regard to his qualifications and experience and the salaries of teachers having similar qualifications and experience.

(3) An unqualified teacher who holds either of the qualifications described in sub-paragraph 13(2)(ii) above and who is placed on scale 2, 3, 4 or 5 under the provisions of sub-section 8(2)(*a*) of this document shall enter the appropriate scale at a point determined in accordance with the procedure set out in sub-paragraph 8(1) of this appendix.

Head and Deputy Head Teachers

14. An unqualified head (or deputy head) teacher of a special school who holds either of the qualifications described in sub-paragraph 13(2)(ii) of this appendix shall enter the appropriate scale applicable to him under this document at a point determined in accordance with the procedure set out in paragraph 11 of this appendix."

2. In Annex E to Appendix III to the Document (which sets out the qualifications and/or courses which entitle a qualified teacher to additional payment) where there occurs a reference to "a payment of £78" there shall be substituted a reference to "the payment specified in Appendix III."

3. To Appendix III of the Document the following Annex shall be added after Annex F:—

"ANNEX G to APPENDIX III

ABOLITION OF TWELFTHS OF INCREMENTS

TABLE OF ADJUSTMENTS ON 1ST SEPTEMBER 1974

Salary Point in Twelfths on 1st April, 1974	*Salary point on 31st August* 1974	*Further Adjustment*	*Rounded up salary point at 1st September* 1974
$\frac{1}{12}$	$+\frac{5}{12} = \frac{6}{12}$	$+\frac{6}{12}$ to	Whole incremental point
$\frac{2}{12}$	$+\frac{5}{12} = \frac{7}{12}$	$+\frac{5}{12}$ to	Whole incremental point
$\frac{3}{12}$	$+\frac{5}{12} = \frac{8}{12}$	$+\frac{4}{12}$ to	Whole incremental point
$\frac{4}{12}$	$+\frac{5}{12} = \frac{9}{12}$	$+\frac{3}{12}$ to	Whole incremental point
$\frac{5}{12}$	$+\frac{5}{12} = \frac{10}{12}$	$+\frac{2}{12}$ to	Whole incremental point
$\frac{6}{12}$	$+\frac{5}{12} = \frac{11}{12}$	$+\frac{1}{12}$ to	Whole incremental point
$\frac{7}{12}$	$+\frac{5}{12} = 1$	- to	Whole incremental point
$\frac{8}{12}$	$+\frac{5}{12} = 1\frac{1}{12}$	$+\frac{5}{12}$ to	Half incremental point
$\frac{9}{12}$	$+\frac{5}{12} = 1\frac{2}{12}$	$+\frac{4}{12}$ to	Half incremental point
$\frac{10}{12}$	$+\frac{5}{12} = 1\frac{3}{12}$	$+\frac{3}{12}$ to	Half incremental point
$\frac{11}{12}$	$+\frac{5}{12} = 1\frac{4}{12}$	$+\frac{2}{12}$ to	Half incremental point
No Twelfths	$+\frac{5}{12} = \frac{5}{12}$	$+\frac{7}{12}$ to	Half incremental point

N.B.—This table only refers to teachers in service on 1st April 1974, who continue in service on the same scale until 1st September 1974.

Teachers placed on a scale between 1st April 1974 and 31st August 1974 will have their salaries calculated from the date of such placing, and then will have their salaries rounded up according to the number of twelfths of increments to which they are entitled on 31st August 1974."

Given under the Official Seal of the Secretary of State for Education and Science on 25th April 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 primary and secondary schools maintained by local education authorities, set out in a document published by Her Majesty's Stationery Office on 24th May 1973 under the title "SCALES OF SALARIES FOR TEACHERS IN PRIMARY AND SECONDARY SCHOOLS, ENGLAND AND WALES, 1973", which was brought into operation by the Remuneration of Teachers (Primary and Secondary Schools) 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.

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