STATUTORY INSTRUMENTS

1963 No. 1234

EDUCATION, ENGLAND AND WALES

TEACHERS

The Remuneration of Teachers (Primary and Secondary Schools) Order 1963

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

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

Citation and Commencement

1.—(1) This Order may be cited as the Remuneration of Teachers (Primary and Secondary Schools) Order 1963.

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

Interpretation

2.—(1) In this Order "the Report" means the Report of the Burnham Committee on Scales of Salaries for Teachers in Primary and Secondary Schools, England and Wales, 1961, as amended by the amendments set out in the Schedule to the Remuneration of Teachers (Primary and Secondary Schools) Amending Order 1962(b).

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

Remuneration of Teachers

3.—(1) With effect from 1st April 1963 the remuneration payable to full-time teachers in primary and secondary schools maintained by local education authorities shall, subject to the provisions of this Order, be determined in accordance with the scales and other provisions contained in the Report as amended by the Schedule to this Order and local education authorities shall pay to such teachers remuneration so determined.

(2) The remuneration payable to any teacher in a primary or secondary school maintained by a local education authority shall while this Order remains in force be not less than it would have been if this Order had not been made.

Revocation

4.—(1) The Remuneration of Teachers (Primary and Secondary Schools) Order 1961(d) and the Remuneration of Teachers (Primary and Secondary Schools) Amending Order 1962 are hereby revoked.

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effect of repeals) shall have effect in relation to an order revoked by this Order as if such order were an enactment repealed by an Act.

(a) 1963 c. 20.
(b) S.I. 1962/1879 (1962 II, p. 2309).
(c) 52 & 53 Vict. c. 63.
(d) S.I. 1961/2361 (1961 III, p. 4359).

SCHEDULE

AMENDMENTS TO THE REPORT OF THE BURNHAM COMMITTEE ON SCALES OF SALARIES FOR TEACHERS IN PRIMARY AND SECONDARY SCHOOLS, ENGLAND AND WALES, 1961.

1. The following Section shall be substituted for Section B of the Report:—

"SECTION B

SCALES FOR QUALIFIED ASSISTANT TEACHERS

1. A Qualified Teacher is a teacher who possesses qualifications approved by the Minister for the purposes of regulation 16(2) of the Schools Regulations 1959(a), or the corresponding regulation in force from time to time.

2. The scales for Qualified Assistant Teachers, which shall be as follows, are constructed in the following manner. To Group I, Scale B, which applies to a non-graduate with three years' training or otherwise recognised as a Qualified Teacher, there have been added to the minimum and maximum:

(*a*) Training increments up to a maximum of three increments for teachers who, through longer periods of study and/or training or otherwise, satisfy the conditions laid down in Appendix IV.

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

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

SCALES OF SALARIES

GROUP I

Non-Graduates

Incremental Point	SCALE B Teacher with three years' study and/or training (or otherwise regarded as a Qualified Teacher)	SCALE C Teacher with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Teacher with five years' study and/or training (or otherwise eligible for two training increments)
	£	£	£
0	630	660	690
1	660	690	740
2	690	740	800
3	740	800	860
4	800	860	910
5	860	910	940
6	910	940	970
7	940	970	1,000
8	970	1,000	1,030
9	1,000	1,030	1,070
10	1,030	1,070	1,110
11	1,070	1,110	1,160
12	1,110	1,160	1,220
13	1,160	1,220	1,250
14	1,220	1,250	1,280
15	1,250	1,280	1,310

(a) S.I. 1959/364 (1959 I, p. 1584).

GROUP II

Graduates (other than Good Honours Graduates)

Incremental Point	SCALE B Teacher with three years' study and/or training (or otherwise regarded as a Qualified Teacher)	SCALE C Teacher with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Teacher with five years' study and/or training (or otherwise eligible for two training increments)	SCALE E Teacher with six years' study and/or training (or otherwise eligible for three training increments)
	£	£	£	£
0	730	760	790	840
1	760	790	840	900
2	790	840	900	960
3	840	900	960	1,010
4	900	960	1,010	1,040
5	960	1,010	1,040	1,070
6	1,010	1,040	1,070	1,100
7	1,040	1,070	1,100	1,130
8	1,070	1,100	1,130	1,170
9	1,100	1,130	1,170	1,210
10	1,130	1,170	1,210	1,260
11	1,170	1,210	1,260	1,320
12	1,210	1,260	1,320	1,350
13	1,260	1,320	1,350	1,380
14	1,320	1,350	1,380	1,410
15	1,350	1,380	1,410	1,440

GROUP III

Good Honours Graduates

Incremental Point	SCALE B Teacher with three years' study and/or training (or otherwise regarded as a Qualified Teacher)	SCALE C Teacher with four years' study and/or training (or otherwise eligible for one training increment)	SCALE D Teacher with five years' study and/or training (or otherwise eligible for two training increments)	SCALE E Teacher with six years' study and/or training (or otherwise eligible for three training increments)
	£	£	£	£
0	850	880	910	960
1	880	910	960	1,020
2	910	960	1,020	1,080
3	960	1,020	1,080	1,130
4	1,020	1,080	1,130	1,160
5	1,080	1,130	1,160	1,190
6	1,130	1,160	1,190	1,220
7	1,160	1,190	1,220	1,250
8	1,190	1,220	1,250	1,290
9	1,220	1,250	1,290	1,330
10	1,250	1,290	1,330	1,380
11	1,290	1,330	1,380	1,440
12	1,330	1,380	1,440	1,470
13	1,380	1,440	1,470	1,500
14	1,440	1,470	1,500	1,530
15	1,470	1,500	1,530	1,560

3 (*a*) Qualified Teachers other than those referred to in sub-paragraphs (*b*) and (*c*) below shall be placed in Group I.

(*b*) Qualified Teachers who hold any of the qualifications set out in Part B of Appendix V shall be placed in Group II.

(*c*) Qualified Teachers who hold any of the qualifications set out in Part C of Appendix V shall be placed in Group III.

4. Qualified Teachers who satisfy the provisions of Appendix IV shall receive Scale C, D or E in the appropriate Group in accordance with those provisions: all other Qualified Teachers shall receive Scale B in the appropriate Group.

5 (*a*) Subject to the special provisions of sub-paragraph (*b*) below, the correct position of a Qualified Teacher on the appropriate scale in paragraph 2 above shall be determined by taking into account the following service and experience up to the maximum of the scale:

(i) experience gained before the date of qualification, under the conditions laid down in Section D;

(ii) teaching service and/or other experience, under the conditions laid down in Appendix II;

(iii) War Service and National Service, under the conditions laid down in Appendix III.

(*b*) In the case of a Qualified Teacher (other than a teacher referred to in sub-paragraph (*c*) below) who was entitled to and received a scale not higher than Scale A under the provisions of the Burnham Reports, 1961, in operation up to 31st March, 1963, or the corresponding scale under previous Reports of the Burnham Committees, the correct position of the teacher on the appropriate scale in paragraph 2 above shall be determined by taking into account the service and experience referred to in sub-paragraph (*a*) above and deducting therefrom one year of such service/experience. For this purpose an increment under the provisions of Section D of the Report, or the corresponding provisions in previous Reports of the Committee, shall be regarded as one year of such service/experience.

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

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

(ii) receives Scale C, D or E under the provisions of Appendix IV:

The correct position of such a teacher on the appropriate scale in paragraph 2 above shall be determined in accordance with the provisions of sub-paragraph (*a*) above."

2. Section C of the Report (which relates to Additions to the Scales for Qualified Teachers) shall be amended as follows:—

(i) the following sub-paragraph shall be substituted for sub-paragraph (*b*) of paragraph 1:—

"(*b*) Assistant teachers in such schools, who are engaged full-time in taking charge of special classes consisting wholly or mainly of handicapped

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

children (other than the partially sighted and partially deaf) may, in the discretion of the Local Education Authority, receive the addition to the scale referred to in paragraph 2(*a*) below."

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

"(*a*) The minimum and the maximum of the appropriate Scale shall be be increased by £80 for teachers employed in Special Schools."

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

"3. Additions applicable to Unattached Teachers of handicapped pupils.

The additions which are provided for in paragraphs 1 and 2 above apply, subject to the same conditions, to unattached Qualified Teachers, i.e. teachers who are not attached to the staffs of any particular schools who are engaged full-time in teaching handicapped children provided that the additions shall not be payable where a teacher is receiving an allowance or additional payment under paragraph 3 of Section O."

and

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

3. Section D of the Report (which relates to Incremental Credit for Qualified Teachers in respect of experience gained before date of qualification) shall be amended as follows:—

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

"1. Incremental credit on the appropriate scale shall be given as indicated in paragraphs 2, 3 and 4 below in respect of experience gained before the date on which a teacher is deemed to have obtained the qualifications by virtue of which he/she is approved as a Qualified Teacher:

Provided that

(i) such incremental credit shall be subject to the limitations and conditions set out in Appendix VI; and

(ii) in determining the correct position of a Qualified Teacher on the appropriate scale the provisions of this Section and of Appendix VI shall be subject, where applicable, to the overriding provisions of sub-paragraph 5(*b*) of Section B."

and

(ii) the words "The provisions of this paragraph are illustrated by examples in Appendix X" shall be deleted from paragraph 3.

4. In Section E of the Report (which relates to the Scale for Unqualified Assistant Teachers and Supplementary Teachers) the following paragraph shall be substituted for paragraph 2:—

"2. The scale for Unqualified Assistant Teachers and Supplementary Teachers shall be as follows:

Minimum £430 per annum rising by annual increments of £30 and one final increment of £20 to a maximum of £630 per annum."

5. In Section F of the Report (which relates to Additions to the Scale for Unqualified and Supplementary Teachers) the following paragraph shall be substituted for paragraph 1:—

"1. The addition which is provided for Qualified Teachers under conditions as laid down in paragraphs 1 and 2(*a*) of Section C applies equally to Unqualified and Supplementary Teachers who are employed in similar circumstances, except that the amount of the addition to the scale under each of the paragraphs referred to shall be £60."

6. In Section G of the Report (which relates to the Scale for Temporary Teachers and Occasional Teachers) the following paragraph shall be substituted for paragraph 2:—

"2. The scale for Temporary Teachers and Occasional Teachers shall be as follows:

Minimum £430 per annum rising by annual increments of £30 to a maximum of £550 per annum."

7. In Section H of the Report (which relates to Additions to the Scale for Temporary and Occasional Teachers) the following paragraph shall be substituted for paragraph 1:—

"1. The addition which is provided for Qualified Teachers under conditions as laid down in paragraphs 1 and 2(a) of Section C applies equally to Temporary and Occasional Teachers who are employed in similar circumstances, except that the amount of the addition to the scale under each of the paragraphs referred to shall be £60."

8. In Section J of the Report (which relates to Salaries of Qualified Head Teachers) the following paragraph shall be substituted for paragraph 3:—

"3. The amounts of the Head Teacher Allowances shall be as follows:

(*a*) Primary and Secondary Schools other than Special Schools

Group	0	I	II	III	IV	V	VI
Review Average or Unit Total	1— 40	41— 100	101— 200	201— 300	301— 400	401— 500	501— 600
	£ 180	£ 255	£ 335	£ 410	£ 475	£ 540	£ 600

Group	VII	VIII	IX	X	XI	XII	XIII
Review Average or Unit Total	601— 700	701— 800	801— 900	901— 1,000	1,001— 1,100	1,101— 1,200	1,201— 1,300
	£ 650	£ 705	£ 760	£ 810	£ 865	£ 920	£ 975

Group	XIV	XV	XVI	XVII	XVIII	XIX	XX
Review Average or Unit Total	1,301— 1,400	1,401— 1,600	1,601— 1,800	1,801— 2,000	2,001— 2,200	2,201— 2,400	2,401— 2,700
	£ 1,025	£ 1,080	£ 1,135	£ 1,190	£ 1,245	£ 1,295	£ 1,350

Group	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
Review Average or Unit Total	2,701— 3,000	3,001— 3,300	3,301— 3,700	3,701— 4,100	4,101— 4,600	4,601— 5,100	5,101 or over
	£ 1,410	£ 1,470	£ 1,530	£ 1,590	£ 1,650	£ 1,710	£ 1,770

(*b*) Special Schools

Group	I(S)	II(S)	III(S)	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (S)	60 or less	61—180	181—360	361—540	541—780	781—1,020	1,021—1,260	1,261—1,500
	£ 250	£ 335	£ 420	£ 500	£ 575	£ 645	£ 710	£ 775

In a case where the Unit Total (S) of a Special School exceeds 1,500 the Local Education Authority shall determine a Head Teacher Allowance, appropriately related to the allowance for Group VIII(S)."

9. In Section K of the Report (which relates to Salaries of Unqualified Head Teachers) the following paragraph shall be substituted for paragraph 2:—

"2. Unqualified Head Teachers shall receive the salaries payable to them as Unqualified Teachers under Sections E and F, together with a Head Teacher Allowance of £180 in the case of Head Teachers of Primary and Secondary Schools other than Special Schools and £250 in the case of Head Teachers of Special Schools."

10. Section L of the Report (which relates to Allowances for Deputy Head Teachers) shall be amended as follows:—

(i) the following paragraph shall be substituted for paragraph 4:—

"4. The amounts of the Deputy Head Teacher Allowances shall be as follows:

(*a*) Primary and Secondary Schools other than Special Schools

Group	III	IV	V	VI	VII	VIII	IX	X	XI
Review Average or Unit Total	201—300	301—400	401—500	501—600	601—700	701—800	801—900	901—1,000	1,001—1,100
	£ 120	£ 150	£ 185	£ 215	£ 250	£ 280	£ 310	£ 335	£ 360

Group	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX
Review Average or Unit Total	1,101—1,200	1,201—1,300	1,301—1,400	1,401—1,600	1,601—1,800	1,801—2,000	2,001—2,200	2,201—2,400
	£ 390	£ 415	£ 445	£ 470	£ 495	£ 525	£ 550	£ 580

Group	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
Review Average or Unit Total	2,401—2,700	2,701—3,000	3,001—3,300	3,301—3,700	3,701—4,100	4,101—4,600	4,601—5,100	5,101 or over
	£ 605	£ 630	£ 655	£ 680	£ 705	£ 730	£ 755	£ 780

(*b*) Special Schools

Group	III(S)	IV(S)	V(S)	VI(S)	VII(S)	VIII(S)
Review Average or Unit Total (S) ...	181—360	361—540	541—780	781—1,020	1,021—1,260	1,261—1,500
	£ 120	£ 155	£ 195	£ 230	£ 270	£ 310

(*c*) Where a Deputy Head Teacher post is established under the provisions of paragraph 1 above in a school or department in a group below Group III or III(S) the Deputy Head Teacher Allowance shall be £110 per annum."

and

(ii) the following sub-paragraph shall be substituted for sub-paragraph (*c*) of paragraph 5:—

"(*c*) The Local Education Authority may appoint a Head of Department as Deputy Head Teacher. In such a case an allowance as Deputy Head Teacher only shall be payable, but such allowance shall be of an amount not less than £110 above the normal Deputy Head Teacher Allowance under paragraph 4 of this Section or the Deputy Head Teacher Allowance otherwise payable under paragraph 6 of this Section or the allowance which would be payable for the Head of Department post under the provisions of Section M of this Report, whichever is the greatest."

11. Section M of the Report (which relates to Allowances for Heads of Departments) shall be amended as follows:—

(i) the following sub-paragraph shall be inserted after sub-paragraph 1(*b*):—

"(*c*) In larger primary schools the Local Education Authority may, in its discretion, establish one or more posts of Head of Department Grade A. (see sub-paragraph 1(a) of Appendix VIII)."

and

(ii) the following paragraph shall be substituted for paragraph 2:— .

"2. Heads of Departments shall receive the salaries payable to them as Qualified Teachers under the conditions of Sections B and C together with a Head of Department Allowance in one of the following grades:

Grade	A	B	C	D	E
	£ 180	£ 280	£ 385	£ 485	£ 590

The appropriate grading for this purpose in secondary schools shall be decided by the Local Education Authority having regard to the guidance afforded in sub-paragraphs 1(*b*) and (*c*) of Appendix VIII."

12. In Section N of the Report (which relates to Additional Payments for Teachers holding Graded Posts) the following paragraph shall be substituted for paragraph 2:—

"2. As well as the salaries otherwise payable to them, teachers holding graded posts shall receive the additional payments prescribed below:

Scale I	Scale II	Scale III
£ 110	£ 180	£ 250 "

13. Section U of the Report (which relates to the duration of the Scales) shall be deleted.

14. In Part A of Appendix II to the Report (in which are set out the general conditions applicable in determining incremental credit in respect of teaching service and other experience) the following paragraph shall be substituted for paragraph 1:—

"1. The provisions of this Appendix relate to:—

(*a*) in the case of a Qualified Teacher, teaching service or other experience on or after the date of qualification; provided that, in determining the correct position of a Qualified Teacher on the appropriate scale, the provisions of this Appendix shall be subject, where applicable, to the overriding provisions of sub-paragraph 5(*b*) of Section B;

(*b*) in the case of an Unqualified Teacher or a Supplementary Teacher, teaching service in either of those capacities or other experience;

(*c*) in the case of a Temporary Teacher or an Occasional Teacher, teaching service in either of those capacities or other experience.

Increments accrue on completion of years of service."

15. Part B of Appendix II to the Report (which defines the types of service which are recognised for the purposes of increments in respect of teaching service and other experience) shall be amended as follows:—

(i) the following sub-paragraph shall be substituted for sub-paragraph 3(*g*):—

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

and

(ii) the following paragraph shall be inserted after paragraph 6:—

"7. A period of absence from teaching service on or after 1st September, 1962, spent in attending a supplementary course or other course of one academic year approved by the Ministry for the purpose, provided that the course is not, in combination with other periods of study or training, taken into account under the provisions of Appendix IV."

16. In Part A of Appendix III to the Report (in which are set out the general conditions applicable in determining incremental credit in respect of War Service and National Service) the following sub-paragraph shall be substituted for sub-paragraph 2(*a*):—

"2(*a*) In the case of a Qualified Teacher (except in the circumstances referred to in paragraph 3 immediately following) such periods shall be counted for increments on the appropriate scale laid down in Section B; provided that, in determining the correct position of a Qualified Teacher on the appropriate scale, the provisions of this Appendix shall be subject, where applicable, to the overriding provisions of sub-paragraph 5(*b*) of Section B."

17. Part A of Appendix IV to the Report shall be amended as follows:—

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

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

and

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

18. Part B of Appendix IV to the Report (in which are set out examples of courses and periods of study and/or training which are approved by the Committee) shall be amended as follows:—

(i) paragraph 1 shall be deleted;

(ii) paragraph 2 shall be re-numbered paragraph 1 and the following sub-paragraphs shall be inserted therein after sub-paragraph (*d*):—

"(*e*) A shortened course of initial training of one year's or two years' duration entered upon on or after 1st September, 1960, under the provisions of regulation 11(1)(*b*) of the Training of Teachers (Local Education Authorities) Regulations 1959, as amended by the Training of Teachers (Local Education Authorities) Amending Regulations 1960, together with a one-year full-time course of further training under regulation 12 of those Regulations.

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

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

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

and

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

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

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

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

and

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

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

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

20. Part B of Appendix V to the Report (in which are set out the qualifications entitling a teacher whose qualifications are accepted by the Ministry for the status of Qualified Teacher to be placed in Group II) shall be amended as follows:—

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

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

and

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

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

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

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

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

or

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

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

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

21. In Part C of Appendix V to the Report (in which are set out the qualifications entitling a teacher whose qualifications are accepted by the Ministry for the status of Qualified Teacher to be placed in Group III) the following paragraph shall be inserted after paragraph III:—

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

22. In Part A of Appendix VII to the Report (which relates to Unit Totals and Review Averages) for the second sentence of paragraph 2 the following sentence shall be substituted:—

"For this purpose a pupil shall be assumed to have attained a given age at the beginning of the day preceding his/her birthday, e.g., a pupil shall be deemed to have attained the age of 15 years on the day before the 15th anniversary of his/her birthday."

23. Paragraph 1 of Appendix VIII to the Report (which relates to grading of posts of Head of Department) shall be amended as follows:—

(i) a new sub-paragraph (*a*) shall be inserted therein as follows:—

"(*a*) It will not normally be appropriate for a Local Education Authority to establish Head of Department posts in primary schools below Group V."

and

(ii) the existing sub-paragraphs (*a*) and (*b*) shall be re-designated (*b*) and (*c*) respectively.

24. Appendix X to the Report (in which are set out examples to indicate the method of assessing salaries of Qualified Teachers) shall be deleted.

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

(L.S.)

Edward C. G. Boyle,
Minister of Education.

EXPLANATORY NOTE

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

This Order determines the rates of remuneration to be paid to teachers in primary and secondary schools maintained by local education authorities and for this purpose makes, in pursuance of the power conferred by section 1(1) of the Remuneration of Teachers Act 1963, amendments to the Report of the Burnham Committee on Scales of Salaries for Teachers in Primary and Secondary Schools, England and Wales, 1961, as amended by the amendments set out in the Schedule to the Remuneration of Teachers (Primary and Secondary Schools) Amending Order 1962.

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

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