STATUTORY INSTRUMENTS

1971 No. 669 (S.93)

EDUCATION, SCOTLAND

The Remuneration of Teachers (Scotland) Amendment No. 2 Order 1971

Made - - - 20*th April* 1971

Coming into Operation 21*st April* 1971

Whereas—

(1) under section 2(2) of the Remuneration of Teachers (Scotland) Act 1967(**a**) (hereinafter referred to as "the Act") the Scottish Teachers Salaries Committee (hereinafter referred to as "the Committee"), constituted under section 1 of the Act for the purpose of considering the remuneration of (*a*) teachers employed whole-time by education authorities in the provision of school education under the Education (Scotland) Acts 1939 to 1969 and duly qualified for appointment other than temporary appointment in terms of regulations for the time being in force under the said Acts; and (*b*) teachers employed whole-time by education authorities in the provision of further education under the said Acts, have transmitted to the Secretary of State recommendations agreed on by them with respect to the remuneration of teachers of the said descriptions;

(2) there are in force orders made under section 2 of the Act with respect to the remuneration of such teachers, namely, the Remuneration of Teachers (Scotland) Order 1970(**b**) and the Remuneration of Teachers (Scotland) Amendment Order 1971(**c**);

(3) it appears to the Secretary of State that effect can more conveniently be given to the said recommendations by amending by virtue of section 2(5) of the Act the memorandum referred to in the said orders namely, the memorandum published by Her Majesty's Stationery Office under the title "SCOTTISH TEACHERS' SALARIES MEMORANDUM 1970";

(4) under section 2(5) of the Act the Secretary of State has prepared a draft order setting out the amendments to the said memorandum which, in his opinion, are requisite for giving effect to the said recommendations; 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;

Now therefore, the Secretary of State, in exercise of the powers conferred on him by section 2(6) and section 8(3) of the Act, and of all other powers enabling him in that behalf, hereby makes the following order—

(**a**) 1967 c. 36.
(**b**) S.I. 1970/993 (1970 II, p. 3133).
(**c**) S.I. 1971/20 (1971 I, p. 12).

Citation and commencement

1. This order may be cited as the Remuneration of Teachers (Scotland) Amendment No. 2 Order 1971 and shall come into operation on 21st April 1971.

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 memorandum

3. The provisions set out in the above-mentioned memorandum shall with effect from 1st April 1971 be amended in the following manner—

(*a*) In Part III:

(i) in sub-paragraph (1) of paragraph 20 "£120" shall be deleted and "£129" shall be substituted therefor;

(ii) in sub-paragraph (2) of paragraph 20 "£70" shall be deleted and "£75" shall be substituted therefor;

(iii) in sub-paragraph (1) of paragraph 21 "£70" shall be deleted and "£75" shall be substituted therefor;

(iv) in sub-paragraph (2) of paragraph 21 "£140" shall be deleted and "£153" shall be substituted therefor;

(v) in sub-paragraph (3) of paragraph 21 "£75" shall be deleted and "£81" shall be substituted therefor;

(vi) in sub-paragraph (1) of paragraph 22 "£70" shall be deleted and "£75" shall be substituted therefor;

(vii) in sub-paragraph (2) of paragraph 22 "£75" shall be deleted and "£81" shall be substituted therefor;

(viii) in sub-paragraph (1) of paragraph 23 "£70" shall be deleted and "£75" shall be substituted therefor;

(ix) in sub-paragraphs (2) and (3) of paragraph 23 "£75" shall be deleted and "£81" shall in each case be substituted therefor;

(x) in sub-paragraph (1) of paragraph 24 "£85" shall be deleted and "£93" shall be substituted therefor;

(xi) in sub-paragraph (2) of paragraph 24 "£110" shall be deleted and "£120" shall be substituted therefor;

(xii) in proviso (i) to sub-paragraph (1) of paragraph 25 "£5", wherever it occurs, and "£2·50" shall be deleted and "£3" and "£1·50" respectively shall be substituted therefor.

(*b*) In Part IV:

(i) paragraph 29 shall be deleted and the following paragraph shall be substituted therefor:

(a) 1889 c. 63.

"29. The education authority shall classify the posts of heads of departments, senior teachers and teachers to whom this Part applies into three grades according to the arrangements set out in the relative Circular issued by the Scottish Education Department."

(ii) in paragraph 32 "£100" shall be deleted and "£108" shall be substituted therefor;

(iii) in sub-paragraph (1) of paragraph 36 "£360" shall be deleted and "£390" shall be substituted therefor;

(iv) in sub-paragraph (2) of paragraph 36 "£100" shall be deleted and "£108" shall be substituted therefor.

(*c*) In Part V:

(i) in head (*a*) of sub-paragraph (2) of paragraph 39 "£75" shall be deleted and "£81" shall be substituted therefor;

(ii) in head (*b*) of sub-paragraph (2) of paragraph 39 "£140" shall be deleted and "£153" shall be substituted therefor;

(iii) in sub-paragraph (2) of paragraph 40 "£75" shall be deleted and "£81" shall be substituted therefor.

(*d*) In Part VII in paragraph 53 after "25(4)," there shall be inserted "29," and the words "Appendix VII, Part A, paragraphs 3 and 4;" shall be deleted.

(*e*) In Appendix II:

(i) in Part A head (*q*) of sub-paragraph (2) of paragraph 2 shall be deleted and the following head shall be substituted therefor:

"(*q*) the Diploma in Educational Handwork or in Technical Subjects of a college of education supplemented by the Higher National Certificate provided that the teacher has completed an approved apprenticeship or holds—

(i) the Full Technological Certificate, or

(ii) the Final Certificate, or

(iii) the Advanced Craft Course Certificate

of the City and Guilds of London Institute. In the case of the certificates described at (ii) and (iii) the level of attainment must be First Class, or with distinction, or with a record of performance with Grade 3 or better in all subjects, or";

(ii) PART B shall be deleted and the following PART shall be substituted therefor:

" PART B

Basic Salary Scales

Service Year	Scales					
	1	2	3	3A	3B	4
	£	£	£	£	£	£
1st	1,410	1,275	1,113	1,062	1,062	1,062
2nd	1,509	1,341	1,176	1,107	1,107	1,107
3rd	1,605	1,404	1,242	1,149	1,149	1,149
4th	1,713	1,476	1,308	1,194	1,194	1,194
5th	1,824	1,545	1,374	1,236	1,236	1,236
6th	1,932	1.623	1,449	1,302	1,287	1,287
7th	2,040	1,698	1,524	1,368	1,341	1,341
8th	2,160	1,785	1,605	1,443	1,395	1,395
9th	2,295	1,872	1,686	1,524	1,458	1,449
10th	2,430	1,959	1,770	1,605	1,530	1,503
11th	2,577	2,046	1,851	1,686	1,599	1,557
12th	2,577	2,148	1,941	1,770	1,671	1,611
13th	2,577	2,256	2,040	1,851	1,740	1,692
14th	2,577	2,256	2,040(1)	1,938	1,812	1,779
15th and subsequent years	2,577	2,256	2,040	2,025	1,881	1,866(2)

NOTES

(1) Where a teacher's qualifications are described in paragraph 3 of Part A of this Appendix and his basic salary before 1st April 1970 was, or would have been if he had been in employment, calculated by reference to Scale 4 or Scale 5 or extended Scale 6 of Part B of Appendix II to the Scottish Teachers' Salaries Memorandum 1968 his basic salary shall be increased by £66 in the 14th and subsequent years of his service.

(2) The following extension to Scale 4 shall apply only to a teacher described in paragraph 4(2) of Part A of this Appendix who, before 1st January 1920, entered upon training under Chapter III of the Regulations for the Preliminary Education, Training and Certification of Teachers for Various Grades of Schools (Scotland) 1906 to 1915, or training which for the purpose of the Appendix is approved as equivalent thereto.

Service Year	Scale 4
16th	1,920
17th	1,974
18th	2,040
19th and subsequent years	2,106

"

(*f*) In Appendix III paragraph 3 shall be deleted and the following paragraph shall be substituted therefor:

"3. The annual rate so calculated shall be increased or reduced to the nearest multiple of £3 according as it does or does not exceed a multiple of £3 by £1·50 or more."

(*g*) In Part A of Appendix V:

(i) in column (3) of Serial number 19 "£140" shall be deleted and "£153" shall be substituted therefor;

(ii) in column (3) of Serial number 20 "£165" shall be deleted and "£180" shall be substituted therefor;

(iii) in column (3) of Serial number 25 "£205" shall be deleted and "£222" shall be substituted therefor;

(iv) in column (3) of Serial number 26 "£140" shall be deleted and "£153" shall be substituted therefor;

(v) in column (3) of Serial number 28 "£40", wherever it occurs, and "£105" shall be deleted and "£42" and "£114" respectively shall be substituted therefor;

(vi) in column (3) of Serial number 29 "£140" shall be deleted and "£153" shall be substituted therefor;

(vii) in column (3) of Serial number 30 "£45" shall be deleted and "£48" shall be substituted therefor;

(viii) in column (3) of Serial number 31 "£220" shall be deleted and "£240" shall be substituted therefor;

(ix) in column (3) of Serial number 32 "£75" shall be deleted and "£81" shall be substituted therefor;

(x) in column (3) of Serial numbers 33 and 34 "£800", "£3·50" and "£500" shall be deleted and "£867", "£3·80" and "£543" respectively shall be substituted therefor;

(xi) in column (3) of Serial number 35 "£300" shall be deleted and "£327" shall be substituted therefor;

(xii) in column (3) of Serial number 36 "£100" shall be deleted and "£108" shall be substituted therefor.

(*h*) Part B of Appendix V shall be deleted and the following Part shall be substituted therefor:

" **Part B**

Scales referred to in Column (3) of Part A of this Appendix

Serial number	Scale	Average number of pupils in attendance according to Part C of this appendix		Amount of allowance
(1)	(2)	(3)		(4)
				£
37	A	In the whole school:—		
		50 or less	(a)	261
		51— 100	(b)	336
		101— 180	(c)	483
		181— 450	(d)	630
		451— 600	(e)	813
		601— 800	(f)	1,035
		801—1,000	(g)	1,149
		1,001 or more	(h)	1,260
38	B	In secondary classes:—		
		100 or less	(a)	180
		101— 180	(b)	261
		181— 450	(c)	336
		451— 600	(d)	408
		601— 800	(e)	483
		801—1,000	(f)	516
		1,001 or more	(g)	552
39	C	In the 4th and later years of the secondary course leading to presentation for the Scottish Certificate of Education:—		
		50 or less	(a)	240
		51— 100	(b)	303
		101— 200	(c)	483
		201— 300	(d)	552
		301— 400	(e)	630
		401 or more	(f)	699
40	D	In the whole school:—		
		10 or less	(a)	183
		11— 30	(b)	297
		31— 60	(c)	402
		61— 100	(d)	516
		101 or more	(e)	636
41	E	In the whole school:—		
		20 or less	(a)	183
		21— 60	(b)	297
		61— 100	(c)	402
		101— 160	(d)	516
		161— 250	(e)	636
		251— 300	(f)	738
		301— 350	(g)	831
		351 or more	(h)	912

Serial number	Scale	Average number of pupils in attendance according to Part C of this appendix		Amount of allowance
(1)	(2)	(3)		(4)
				£
42	F	In secondary classes:—		
		450 or less	(a)	168
		451— 600	(b)	213
		601— 800	(c)	282
		801—1,000	(d)	357
		1,001 or more	(e)	408
43	G	In the 4th and later years of the secondary course leading to presentation for the Scottish Certificate of Education:—		
		50 or less	(a)	129
		51— 100	(b)	174
		101— 200	(c)	222
		201— 300	(d)	282
		301— 400	(e)	330
		401 or more	(f)	375
44	H	In a group of special classes:—		
		20 or less	(a)	99
		21— 60	(b)	162
		61— 100	(c)	222
		101— 160	(d)	288
		161— 250	(e)	357
		251 or more	(f)	444

"

(*i*) Section B of Appendix VI shall be deleted and the following Section shall be substituted therefor:

"

Section B

(Reference Paragraph 31)

Salary Scales for Heads of Departments, Senior Teachers and Teachers

Service Year	5 Group I teachers and other teachers in Grade I posts	6 Group II teachers in Grade II or Grade III posts and Group III teachers in Grade II posts	7 Group III teachers in Grade III posts
	£	£	£
1st	1,518	1,281	1,173
2nd	1,638	1,350	1,230
3rd	1,758	1,422	1,290
4th	1,878	1,491	1,350
5th	1,995	1,569	1,422
6th	2,121	1,650	1,491
7th	2,256	1,731	1,569
8th	2,391	1,818	1,644
9th	2,529	1,911	1,719
10th	2,676	2,007	1,797
11th	2,820	2,115	1,872
12th	2,820	2,235	1,953
13th	2,820	2,388	2,034
14th and subsequent years	2,820	2,388	2,142

"

(*j*) Appendix VII shall be deleted.

(*k*) Part B of Appendix IX shall be deleted and the following Part shall shall be substituted therefor:

" **Part B**

(Reference Paragraph 33)

Responsibility Allowances for Heads of Departments and Senior Teachers

Serial Number	Amount of allowance				Range of index figures
	Head of Department		Senior Teacher		
	Not less than	Not more than	Not less than	Not more than	
(1)	(2)	(3)	(4)	(5)	(6)
	£	£	£	£	
49	624	831	522	705	Over 240,000
50	564	780	444	672	210,001 to 240,000
51	510	738	402	630	180,001 to 210,000
52	402	630	282	510	120,001 to 180,000
53	282	444	120	321	60,001 to 120,000
54	120	282	72	189	60,000 or under

"

(*l*) In Appendix X:

(i) Part B shall be deleted and the following Part shall be substituted therefor:

" **Part B**

Scales for Principals and Depute Principals

Year of service in post	Scales													
	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
1st ...					4,368	4,134	3,900	3,657	3,417	3,189	2,946	2,706	2,478	2,241
2nd ...					4,485	4,254	4,020	3,777	3,537	3,309	3,066	2,826	2,598	2,361
3rd ...	5,094	4,968	4,119	4,008	4,605	4,374	4,140	3,894	3,657	3,429	3,183	2,946	2,718	2,478
4th ...					4,731	4,497	4,263	4,020	3,780	3,552	3,309	3,072	2,844	2,604
5th and subsequent years					4,854	4,623	4,389	4,146	3,906	3,678	3,435	3,195	2,967	2,730

"

(ii) In Part C head (*c*) of paragraph 1 shall be deleted and the following head shall be substituted therefor:

"(*c*) The rate so calculated shall be increased or reduced to the nearest multiple of £3 according as it does or does not exceed a multiple of £3 by £1·50 or more.".

Given under the seal of the Secretary of State for Scotland.

(L.S.)

J. M. Fearn,
Under Secretary.

Scottish Education Department,
St. Andrew's House,
Edinburgh.

20th April 1971.

EXPLANATORY NOTE

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

This Order amends with effect from 1st April 1971 the salary scales, additions to scales and responsibility allowances of teachers whose remuneration is determined by education authorities in accordance with the provisions of the Scottish Teachers' Salaries Memorandum 1970.

The Order also gives effect to new arrangements for the grading of posts in further education centres and amends the description of the qualifications required by certain categories of teachers of technical subjects.

Article 3 has been given retrospective effect by virtue of the power in section 8(3) of the Remuneration of Teachers (Scotland) Act 1967.