STATUTORY INSTRUMENTS

1974 No. 1721 (S. 156)

EDUCATION, SCOTLAND

The Remuneration of Teachers (Scotland) Amendment Order 1974

Made - - - -	16*th October* 1974
Coming into Operation	28*th October* 1974

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 1973(b), and the Remuneration of Teachers (Scotland) Amendment Order 1973(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 scales and other provisions set out in 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 1973";

(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 has made such modifications thereof as were requisite for giving effect to representations made by the Committee;

(a) 1967 c. 36.

(b) S.I. 1973/86 (1973 I, p. 465).

(c) S.I. 1973/544 (1973 I, p. 1732).

Now therefore, the Secretary of State, in the 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—

Citation and commencement

1. This order may be cited as the Remuneration of Teachers (Scotland) Amendment Order 1974 and shall come into operation on 28th October 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 memorandum with effect from 1st April 1974

3. The scales and other provisions set out in the above mentioned memorandum, as amended by the Remuneration of Teachers (Scotland) Amendment Order 1973, shall with effect from 1st April 1974 be further amended in the following manner:—

(*a*) In Part III:

(i) in sub-paragraph (1) of paragraph 20 "£141" shall be deleted and "£150" shall be substituted therefor;

(ii) in sub-paragraph (2) of paragraph 20 "£81" shall be deleted and "£87" shall be substituted therefor;

(iii) at the end of sub-paragraph (3) of paragraph 20 the following sub-paragraphs shall be added:

"(4) The appropriate basic scale shall be increased throughout by £96 in the case of a teacher who—

(i) holds or is deemed to hold a qualification described either in sub-paragraph (2) of paragraph 3 of Part A of Appendix II or in sub-paragraph (2) of paragraph 4 of the said Part A; and

(ii) holds or is deemed to hold either the special qualification to act as an infant teacher or the special qualification to act as a principal teacher of, or as a teacher in, a nursery school; and

(iii) is employed wholly or mainly in primary education or in a special school teaching pupils under the age of 12 years; and

(iv) is not entitled to payment on Scale 3 by the application of the provisions of sub-paragraph (7) of paragraph 3 of Part A of Appendix II.

(5) The addition payable under sub-paragraph (4) above shall be increased by £69 for a teacher who—

(i) holds or is deemed to hold a qualification described in sub-paragraph (2) of paragraph 3 of Part A of Appendix II; and

(ii) holds or is deemed to hold both the special qualifications described in head (ii) of sub-paragraph (4) above; and

(iii) is employed as described in head (iii) of sub-paragraph (4) above.

(a) 1889 c. 63.

(6) For the purposes of sub-paragraphs (4) and (5) of this paragraph, "special qualification" means a qualification awarded or deemed to have been awarded under Regulation 5 of the Teachers (Education, Training and Certification) (Scotland) Regulations 1965(a) or awarded by the governing body of a college of education under Regulation 13(1)(b), or Regulation 13(4) of the Teachers (Colleges of Education) (Scotland) Regulations 1967 (b) as amended (c).";

(iv) in sub-paragraph (1) of paragraph 21 "£81" shall be deleted and "£87" shall be substituted therefor;

(v) in sub-paragraph (2) of paragraph 21 "£168" shall be deleted and "£177" shall be substituted therefor;

(vi) in sub-paragraph (3) of paragraph 21 "£129" shall be deleted and "£138" shall be substituted therefor;

(vii) after sub-paragraph (3) of paragraph 21 the following sub-paragraphs shall be inserted:

"(3A) The addition payable under sub-paragraph (1) above shall be increased by £213 for a teacher whose employment consists wholly or mainly in teaching maladjusted pupils.

(3B) The addition payable under sub-paragraph (3A) above shall be payable only so long as the teacher continues to be employed as described in that sub-paragraph.";

(viii) in sub-paragraph (1) of paragraph 22 "£81" shall be deleted and "£87" shall be substituted therefor;

(ix) in sub-paragraph (2) of paragraph 22 "£129" shall be deleted and "£138" shall be substituted therefor;

(x) at the end of sub-paragraph (2) of paragraph 22 the following sub-paragraphs shall be added:

"(3) The addition payable under sub-paragraph (1) above shall be increased by £213 for a teacher whose employment consists wholly or mainly in teaching maladjusted pupils.

(4) The addition payable under sub-paragraph (3) above shall be payable only so long as the teacher continues to be employed as described in that sub-paragraph.";

(xi) in sub-paragraph (1) of paragraph 23 "£81" shall be deleted and "£87" shall be substituted therefor;

(xii) in sub-paragraph (2) of paragraph 23 "£90" shall be deleted and "£96" shall be substituted therefor;

(xiii) in sub-paragraph (3) of paragraph 23 "£90" shall be deleted and "£96" shall be substituted therefor;

(xiv) in sub-paragraph (1) of paragraph 24 "£102" shall be deleted and "£108" shall be substituted therefor;

(a) S.I. 1965/55 (1965 I, p. 72). (b) S.I. 1967/29 (1967 I, p. 79).

(c) The relevant amending instrument is S.I. 1972/1891 (1972 III, p. 5521).

(xv) in sub-paragraph (2) of paragraph 24 "£132" shall be deleted and "£141" shall be substituted therefor;

(xvi) in sub-paragraph (3) of paragraph 24 "£135" shall be deleted and "£144" shall be substituted therefor.

(*b*) In Part IV:

(i) in paragraph 32 "£117" shall be deleted and "£123" shall be substituted therefor;

(ii) in sub-paragraph (1) of paragraph 36 "£423" shall be deleted and "£447" shall be substituted therefor;

(iii) in sub-paragraph (2) of paragraph 36 "£117" shall be deleted and "£123" shall be substituted therefor.

(*c*) In Part V:

(i) in head (*a*) of sub-paragraph (2) of paragraph 39 "£90" shall be deleted and "£96" shall be substituted therefor;

(ii) in head (*b*) of sub-paragraph (2) of paragraph 39 "£168" shall be deleted and "£177" shall be substituted therefor;

(iii) in sub-paragraph (2) of paragraph 40 "£90" shall be deleted and "£96" shall be substituted therefor.

(*d*) In Part VI:

(i) in line 1 of sub-paragraph (1) of paragraph 48 "£100" shall be deleted and "£105" shall be substituted therefor;

(ii) in line 4 of sub-paragraph (1) of paragraph 48 "£200" shall be deleted and "£213" shall be substituted therefor.

(*e*) In Part VII:

at the end of paragraph 53 the following paragraph shall be added:

"*Individual Pay Limit*

54. No teacher shall be entitled in the year beginning 1st April 1974 to a salary more than £350 in excess of the total salary which would have been payable by the application of this Memorandum as amended by the Remuneration of Teachers (Scotland) Amendment Order 1973, except in the following circumstances where increases do not count against the £350 individual limit:

(i) the introduction of additions to basic scales described in sub-paragraphs (4) and (5) of paragraph 20 and sub-paragraph (3A) of paragraph 21 of this Memorandum;

(ii) placement on Scale 3 resulting from the application of part (*b*) of sub-paragraph (7) of paragraph 3 of Part A of Appendix II to this Memorandum;

(iii) the addition to Scale 3 introduced by sub-paragraph (*c*) of paragraph 1 of the NOTES in Part B of Appendix II to this Memorandum;

(iv) the introduction of an extension to Scale 5 in the NOTE in Section B of Appendix VI to this Memorandum;

(v) the application from 1st August 1974 of revised methods of determination of annual rate of basic salary or of salary described in Appendix III and in Part C of Appendix IX to this Memorandum respectively;

(vi) increases to salary which might be intimated from time to time by the Scottish Teachers Salaries Committee as specified in paragraph 5 of Appendix III and in paragraph 3 of Part C of Appendix IX to this Memorandum.".

(*f*) In Part A of Appendix II:

sub-paragraph (7) of paragraph 3 shall be deleted and the following sub-paragraph substituted therefor:

"(7) In the case of a teacher employed as described in sub-paragraph (2) of this paragraph without a degree of a university in the United Kingdom a Teaching Qualification (Primary Education) obtained as a result of a course or courses at a college of education leading to the award of the said Qualification or the Teacher's Certificate (Primary Education) or the Teacher's General Certificate and either—

(*a*) an infant mistress or nursery school endorsement or a special qualification to act as an infant teacher or as a principal teacher of, or as a teacher in, a nursery school and extending to not less than 4 years, or where the course was, or the courses were, completed before October 1933, extending to not less than 3 years, or

(*b*) holds or is deemed to hold both the special qualification to act as an infant teacher and the special qualification to act as a principal teacher of, or as a teacher in, a nursery school, irrespective of the length of the course or courses leading to these special qualifications.

For the purposes of head (*b*) of this sub-paragraph, "special qualification" means a qualification awarded or deemed to have been awarded under Regulation 5 of the Teachers (Education, Training and Certification) (Scotland) Regulations 1965 or awarded by the governing body of a college of education under Regulation 13(1)(*b*) or Regulation 13(4) of the Teachers (Colleges of Education) (Scotland) Regulations 1967, as amended.".

(*g*) Part B of Appendix II 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	1,869	1,683	1,509	1,446	1,446	1,446
2nd	1,974	1,752	1,575	1,491	1,491	1,491
3rd	2,079	1,824	1,641	1,536	1,536	1,536
4th	2,184	1,893	1,707	1,581	1,581	1,581
5th	2,289	1,962	1,773	1,626	1,626	1,626
6th	2,394	2,052	1,860	1,701	1,686	1,686
7th	2,499	2,142	1,947	1,776	1,743	1,743
8th	2,649	2,232	2,034	1,848	1,800	1,800
9th	2,799	2,322	2,121	1,938	1,875	1,860
10th	2,949	2,412	2,208	2,028	1,950	1,917
11th	3,096	2,502	2,295	2,115	2,022	1,974
12th	3,096	2,619	2,394	2,205	2,097	2,034
13th	3,096	2,739	2,493	2,295	2,172	2,124
14th	3,096	2,739	2,493(1)	2,382	2,244	2,214
15th and subsequent years	3,096	2,739	2,493	2,472	2,319	2,304(2)

NOTES

(1) The basic salary shall be increased by £72 in the 14th and subsequent years of service where a teacher's qualifications are described in paragraph 3 of Part A of this Appendix and—

(*a*) his basic salary before 1st April 1970 was, or would have been, 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, or

(*b*) being a woman with a Teaching Qualification (Secondary Education) in music she began before 1st January 1956 to attend a course of training at a college of education leading to the award of a Teacher's Technical Certificate in music, or

(*c*) being a woman with a Teaching Qualification (Secondary Education) in Home Economics and a Diploma in Domestic Science Group I or Group II of a Scottish central institution, she has successfully completed the course of study for one of the recognised subjects (other than needlework) of the other Diploma and is employed wholly or mainly in secondary education.

(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	2,367
17th	2,433
18th	2,499
19th and subsequent years	2,565

".

(*h*) In Appendix III:

at the end of paragraph 4 the following paragraph shall be added:

"5. The annual rate of salary as determined by the provisions of this Appendix shall be increased by such amounts, as may be intimated from time to time by the Scottish Teachers Salaries Committee and as are in conformity with an arrangement made by the Scottish Teachers Salaries Committee on 29th May 1974 for the making of additional payments, related to a Retail Price Index published by the Department of Employment.".

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

(i) in column (2) of Serial number 3 the words "leading to presentation for the Scottish Certificate of Education and" shall be deleted;

(ii) in column (3) of Serial number 11 "£168" shall be deleted and "£177" shall be substituted therefor;

(iii) in column (3) of Serial number 16 "£243" shall be deleted and "£258" shall be substituted therefor;

(iv) in column (3) of Serial number 17 "£168" shall be deleted and "£177" shall be substituted therefor;

(v) in column (3) of Serial number 19 "£48", wherever it occurs, and "£126" shall be deleted and "£51" and "£135" respectively shall be substituted therefor;

(vi) in column (3) of head (*a*) of Serial number 20 "£168" shall be deleted and "£177" shall be substituted therefor;

(vii) in column (3) of head (*b*) of Serial number 20 "£54" shall be deleted and "£57" shall be substituted therefor;

(viii) in column (3) of head (*c*) of Serial number 20 "£261" shall be deleted and "£276" shall be substituted therefor;

(ix) in column (2) of head (*d*) of Serial number 20 the words "leading to presentation for the Scottish Certificate of Education" shall be deleted;

(x) in column (3) of head (*d*) of Serial number 20 "£90" shall be deleted and "£96" shall be substituted therefor;

(xi) in column (3) of Serial number 21 "£1,041", "£5·40", "£2·70" and "1968, 1969 and 1970" shall be deleted and "£1,104", "£5·72", "£2·86" and "1970, 1971 and 1972" respectively shall be substituted therefor;

(xii) in column (3) of Serial number 23 "£1,041", "£5·40", "£2·70" and "1968, 1969 and 1970" shall be deleted and "£1,104", "£5·72", "£2·86" and "1970, 1971 and 1972" respectively shall be substituted therefor;

(xiii) in column (3) of Serial number 24 "£393" shall be deleted and "£417" shall be substituted therefor.

(*j*) 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

(1) Serial number	(2) Scale	(3) Average number of pupils in attendance according to Part C of this appendix	(4) Amount of allowance
25	A	In the whole school:—	£
		50 or less (a)	303
		51—100 (b)	387
		101—180 (c)	558
		181—300 (d)	726
		301—450 (e)	840
		451—600 (f)	954
		601—800 (g)	1,194
		801—1,000 (h)	1,323
		1,001 or more (i)	1,449
26	B	In secondary classes:—	
		100 or less (a)	207
		101—180 (b)	303
		181—300 (c)	387
		301—450 (d)	432
		451—600 (e)	477
		601—800 (f)	558
		801—1,000 (g)	594
		1,001—1,300 (h)	636
		1,301—1,700 (i)	741
		1,701—2,100 (j)	849
		2,101 or more (k)	954
27	C	In the 4th and later years of the secondary course:—	
		50 or less (a)	276
		51—100 (b)	351
		101—200 (c)	558
		201—300 (d)	636
		301—400 (e)	726
		401—500 (f)	804
		501 or more (g)	879
28	D	In the whole school:—	
		30 or less (a)	342
		31—60 (b)	465
		61—100 (c)	594
		101—200 (d)	732
		201—300 (e)	849
		301—350 (f)	957
		351 or more (g)	1,050

(1) Serial number	(2) Scale	(3) Average number of pupils in attendance according to Part C of this appendix	(4) Amount of allowance
			£
29	E	In secondary classes:—	
		450 or less (a)	195
		451—600 (b)	246
		601—800 (c)	324
		801—1,000 (d)	411
		1,001—1,300 (e)	471
		1,301—1,700 (f)	510
		1,701—2,100 (g)	546
		2,101 or more (h)	585
30	F	In the 4th and later years of the scondary course:—	
		50 or less (a)	150
		51—100 (b)	201
		101—200 (c)	258
		201—300 (d)	324
		301—400 (e)	381
		401—500 (f)	432
		501 or more (g)	480
31	G	As patients in hospital:—	
		20 or less (a)	114
		21—60 (b)	189
		61—100 (c)	258
		101—160 (d)	330
		161—250 (e)	411
		251 or more (f)	513

".

(*k*) In Part C of Appendix V:
in paragraph 1 "1968, 1969 and 1970" shall be deleted and "1970, 1971 and 1972" shall be substituted therefor.

(*l*) 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	1,962	1,692	1,572
2nd	2,085	1,767	1,632
3rd	2,208	1,842	1,692
4th	2,328	1,914	1,752
5th	2,451	1,989	1,827
6th	2,601	2,079	1,902
7th	2,757	2,169	1,986
8th	2,910	2,259	2,070
9th	3,063	2,367	2,154
10th	3,228	2,475	2,238
11th	3,393	2,589	2,322
12th	3,393*	2,739	2,406
13th	3,393	2,892	2,490
14th and subsequent years	3,393	2,892	2,610

*NOTE

The following extension to Scale 5 shall apply only to the teachers described below—

(1) Teachers and Senior Teachers employed at least four hours a week on work which, in the opinion of the Working Group on the Grading of Work in Further Education Centres, is at a level above that of a Higher National Diploma award.

(2) Heads of Departments responsible for organising the work described in sub-head (1) above.

Service Year	Scale 5
	£
12th	3,549
13th	3,705
14th	3,861
15th and subsequent years	4,017

".

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

"Part B

(Reference Paragraph 33)

Responsibility Allowances for Heads of Departments and Senior Teachers

(1) Serial number	Amount of allowance		(4) Range of index figures
	(2) Head of Department	(3) Senior Teacher	
	£	£	
36	1,038	870	Over 400,000
37	1,002	843	300,001—400,000
38	957	810	240,001—300,000
39	897	774	210,001—240,000
40	849	726	180,001—210,000
41	726	588	120,001—180,000
42	513	369	60,001—120,000
43	324	219	60,000 or under

".

(*n*) In Appendix IX:

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

"Part A

(1) Range of index figures	(2) Scale for Principal		(3) Scale for Depute Principal	
		£		£
Over 600,000	8	6,318	13	5,205
500,001—600,000	9	6,216	14	5,100
400,001—500,000	10	6,114	15	4,992
300,001—400,000	11	6,009	16	4,887
240,001—300,000	12	5,865	17	4,761
180,001—240,000	18		20	
120,001—180,000	19		21	
60,001—120,000	20	See Part B	22	See Part B
30,001— 60,000	22		23	
30,000 or under	23		24	

";

(ii) 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						
	18	19	20	21	22	23	24
	£	£	£	£	£	£	£
1st	4,905	4,356	3,819	3,540	3,264	3,003	2,727
2nd	5,043	4,494	3,957	3,675	3,399	3,138	2,865
3rd	5,181	4,629	4,092	3,813	3,540	3,276	3,003
4th	5,322	4,773	4,236	3,957	3,681	3,420	3,144
5th and subsequent years	5,466	4,920	4,383	4,101	3,825	3,561	3,291

";

(iii) at the end of paragraph 2 of Part C the following paragraph shall be added:

"3. The annual rate of salary as determined by the provisions of this Appendix shall be increased by such amounts as may be intimated from time to time by the Scottish Teachers Salaries Committee and as are in conformity with an arrangement made by the Scottish Teachers Salaries Committee on 29th May 1974 for the making of additional payments, related to a Retail Price Index published by the Department of Employment.".

(*o*) In Appendix XI:

in paragraph 4 "£168" and "£243" shall be deleted, and "£177" and "£258" respectively shall be substituted therefor.

Amendment of memorandum with effect from 1st August 1974

4. The provisions set out in the above mentioned memorandum, as amended by the Remuneration of Teachers (Scotland) Amendment Order 1973 shall with effect from 1st August 1974 be further amended in the following manner:—

(*a*) In Part III:

in sub-paragraph (3) of paragraph 19 "1st April—31st March" shall be deleted and "1st August—31st July" shall be substituted therefor.

(*b*) In Part IV:

(i) in sub-paragraph (1) of paragraph 31, after "salary year" where first occurring, there shall be inserted "(1st August—31st July)";

(ii) in sub-paragraph (1) of paragraph 35, after "salary year" where first occurring, there shall be inserted "(1st August—31st July)".

(*c*) In Appendix III:

(i) in sub-paragraph (*c*) of paragraph 1 the words from "count as one month" to the end of the sub-paragraph shall be deleted and the words "not count" shall be substituted therefor;

(ii) paragraph 2 shall be deleted and the following paragraph shall be substituted therefor:

"2. Subject to the provisions of paragraph 5 below the annual rate of the basic salary calculated, or recalculated, by reference to the length of the teacher's service at 1st August each year and to the scale applicable under paragraph 19 or paragraph 31 shall be determined as follows:—

(*a*) Where the teacher, including a teacher entering teaching employment for the first time, begins any service year on the first day of a salary year the rate shall be that shown on the appropriate scale for that service year.

(*b*) Where the teacher, including a teacher entering teaching employment for the first time, has completed part of any service year on the last day (31st July) of the immediately preceding salary year the rate shall be that shown on the appropriate scale for that service year, except that where the teacher has completed at least one month but less than a complete year of any service year on the last day of the immediately preceding salary year, one increment shall be added.";

(iii) paragraph 3 shall be deleted;

(iv) in paragraph 4 the words from "for example" to "whole-time teaching employment" shall be deleted.

(*d*) In Part C of Appendix IX:

paragraph 1 shall be deleted and the following paragraph shall be substituted therefor:—

"1. Subject to the provisions of paragraphs 2 and 3 below, the annual rate of salary shall be calculated by reference to the length of the teacher's service at 1st August each year in the post in respect of which the said calculation is being made, and to the scale applicable under paragraph 34. Aggregation of periods of service of less than one year shall be in accordance with the following arrangements:—

(*a*) The complete calendar months shall be totalled.

(*b*) The odd days at the beginning and end of all periods of service in respect of which increments on the scale are payable, where the service included a complete calendar month, and all the days of service where it did not, shall be aggregated and the total thus ascertained divided by 30.

(*c*) The quotient shall be taken as completed months to be added to the months totalled in accordance with head (*a*) above, and the remainder shall not count.

(*d*) Where the total number of complete months so determined is at least one but is a number amounting to less than a complete year of any service year on the last day (31st July) of the immediately preceding salary year, one increment shall be added.

(*e*) Any period reckonable as service for incremental purposes which falls within the salary year in which the teacher is employed shall be taken into account when determining the annual rate for the next following salary year.".

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

(L.S.)

J. B. Hume,
Under Secretary

Scottish Education Department
St Andrew's House
Edinburgh
16th October 1974

EXPLANATORY NOTE

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

This Order amends with effect from 1st April 1974 the salary scales, additions to scales, responsibility allowances and other provisions contained in the Scottish Teachers Salaries Memorandum 1973, as amended.

The Order will also bring into operation with effect from 1st August 1974 a simplified method of calculation of incremental progression within the salary scales. This will supersede the provisions presently in operation and contained in the said Memorandum.

Articles 3 and 4 of the Order have been given retrospective effect by virtue of the power in section 8(3) of the Remuneration of Teachers (Scotland) Act 1967.

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