STATUTORY INSTRUMENTS

# 1975 No. 1928 (S. 259)

# EDUCATION, SCOTLAND

## The Remuneration of Teachers (Scotland) Amendment Order 1975

*Made - - - -* 21*st November* 1975

*Coming into Operation* 5*th December* 1975

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)**, the Remuneration of Teachers (Scotland) Amendment Order 1973**(c)**; and the Remuneration of Teachers (Scotland) Amendment Order 1974**(d)**;

(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;

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—

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**(a)** 1967 c. 36.
**(b)** S.I. 1973/86 (1973 I, p. 465).
**(c)** S.I. 1973/544 (1973 I, p. 1732).
**(d)** S.I. 1974/1721 (1974 III, p. 6165).

*Citation and Commencement*

**1.** This order may be cited as the Remuneration of Teachers (Scotland) Amendment Order 1975 and shall come into operation on 5th December 1975.

*Interpretation*

**2.** In this order, "the Memorandum" means the Scottish Teachers Salaries Memorandum 1973, as amended by the Remuneration of Teachers (Scotland) Amendment Order 1973 and the Remuneration of Teachers (Scotland) Amendment Order 1974, and 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 provisions set out in the Memorandum shall with effect from 1st April 1974 be further amended in the following manner:—

(*a*) In Part I:

after sub-paragraph (4) of paragraph 3 the following sub-paragraph shall be inserted:

"(5) "post of special responsibility" means a post which attracts a responsibility allowance in terms of this Memorandum or entitles a teacher to be paid on one of the scales set out in Appendix IX to this Memorandum.".

(*b*) In Part II:

(i) at the beginning of sub-paragraph (9) in paragraph 6, the following words shall be inserted:

"Subject to the provisions of paragraph 53,";

(ii) in line 5 of sub-paragraph (2) of paragraph 11, after the words "education authority" there shall be inserted the words "or the Scottish Teachers Salaries Committee";

(iii) sub-paragraph (2) of paragraph 13 shall be deleted and the following sub-paragraph substituted therefor:

"(2) The period, or the aggregate of the periods, which may be taken into account as service for incremental purposes under paragraphs 8, 9, 11 and 12 shall not exceed 8 years except where, in relation to a teacher to whom Part IV of this Memorandum applies, an education authority, for special reasons and with the approval of the Scottish Teachers Salaries Committee, otherwise determines.";

(iv) at the beginning of sub-paragraph (1) in paragraph 17, the following words shall be inserted:

"Subject to the provisions of paragraph 53,".

(*c*) In Part III:

(i) at the beginning of sub-paragraph (4) in paragraph 19, the following words shall be inserted:

"Subject to the provisions of paragraph 53,";

(ii) after sub-paragraph (4) of paragraph 19 the following sub-paragraph shall be inserted:

"(5) For the purposes of sub-paragraph (4) of this paragraph

**(a)** 1889 c. 63.

"date of change" means the beginning of the first full pay period following the end of the cycle of examinations (i.e, the last date of the examination period).";

(iii) in line 5 of sub-paragraph (1)(i) of paragraph 20 the words "science (agriculture)" shall be deleted;

(iv) in line 2 of sub-paragraph (1) of paragraph 21 the words "whole-time" shall be deleted and the words "wholly or mainly" substituted therefor;

(v) after sub-paragraph (3B) of paragraph 21, the following sub-paragraph shall be inserted:

"(3C) Not more than one addition shall be in operation under each of sub-paragraphs (2) and (3) of this paragraph at any one time.";

(vi) in line 2 of sub-paragraph (1) of paragraph 22 the words "whole-time" shall be deleted and the words "wholly or mainly" shall be substituted therefor;

(vii) at the beginning of sub-paragraphs (2) and (4) in paragraph 25, the following words shall be inserted:

"Subject to the provisions of paragraph 53,";

(viii) in line 8 of sub-paragraph (1) of paragraph 26, the word "necessarily" shall be inserted after the word "been" and in lines 9 and 13 of that sub-paragraph, the word "school" shall be deleted.

(*d*) In Part IV:

(i) in line 4 of sub-paragraph (2) of paragraph 31 for the words "remain in his tenth service year", there shall be substituted the words "have a maximum of 9 service years" and in line 6 of that sub-paragraph for the word "eleventh" there shall be substituted the word "tenth";

(ii) at the beginning of paragraph 36, the following words shall be inserted:

"Subject to the provisions of paragraph 53—";

(iii) at the beginning of paragraphs 37 and 38, the following words shall be inserted:

"Subject to the provisions of paragraph 53,";

(iv) in line 3 of sub-paragraph (1)(i) of paragraph 38 the word "necessarily" shall be inserted after the word "been"; and in line 4 the words from "during" to the end of that sentence shall be deleted.

(*e*) In Part V:

at the beginning of sub-paragraph (3) in paragraph 39, the following words shall be inserted:

"Subject to the provisions of paragraph 53,".

(*f*) In Part VI:

(i) at the beginning of paragraph 43 the following words shall be inserted:

"Subject to the provisions of paragraph 53—";

(ii) at the beginning of paragraph 44, the following words shall be inserted:

"Subject to the provisions of paragraph 53,";

(iii) in paragraph 44 the words "Secretary of State" shall be deleted and the words "Scottish Teachers Salaries Committee" shall be substituted therefor;

(iv) at the beginning of paragraph 45, the following words shall be inserted:

"Subject to the provisions of paragraph 53";

(v) paragraph 47 shall be deleted and the following paragraph substituted therefor:

"47. (1) Where a teacher occupies a post:—

(*a*) in which he remained at the desire of the education authority, or

(*b*) to which he has been transferred at the desire of the education authority for reasons other than inefficiency or indiscipline,

and where the salary to which he is entitled in accordance with the provisions of this Memorandum is less than the salary to which he would have been entitled but for a change in the circumstances of the post which affected his salary position or the transfer, the teacher shall be deemed for salary purposes to continue to hold the post he held immediately prior to that change or transfer, subject to the exceptions listed in Appendix XII. Conservation shall not be continued when a teacher moves from the post to which conservation related to another for which he has made application.

(2) Where a teacher remains in a post at the desire of the education authority and his salary has been conserved, the conserved salary shall relate to the duties of the post immediately prior to the salary being conserved; and where a teacher's salary has been conserved following a transfer, the conserved salary shall take no account of alterations in the duties of the post vacated occurring after the transfer.

(3) Subject to the other provisions of this paragraph where a teacher's salary is conserved and where subsequently there is a change which would otherwise affect the salary payable to the teacher, he shall receive either the conserved salary or the salary then applicable to the post which he actually holds, whichever is the higher.

(4) Where a teacher's salary is conserved and the teacher obtains an additional or improved qualification which entitles him to payment on a higher basic scale, or holds a qualification which the provisions of Part A of Appendix II to this Memorandum assign to a higher basic scale than that to which it was assigned before the change which affected the teacher's salary (whether resulting from the provisions of this Memorandum or otherwise), the teacher shall nevertheless be entitled to have any responsibility element of his salary conserved in accordance with the foregoing sub-paragraphs.

(5) In this paragraph "conserved" in relation to a teacher's salary means where the teacher is deemed for salary purposes to continue to hold a post under sub-paragraph (1) of this paragraph, and "conservation" shall be construed accordingly.".

(*g*) In Part VII:

(i) after sub-paragraph 1(*b*) of paragraph 50 the following sub-paragraphs shall be added:

"(*c*) if a teacher on the temporary staff is employed whole-time on each day of a school session, the total salary receivable by him by virtue of the provisions of head (*b*) above shall be adjusted so that it is equal to the annual rate of salary;

(*d*) the salary receivable by a teacher on the temporary staff shall, in a school session, not exceed the annual rate of salary.";

(ii) at the beginning of paragraph 52, the following words shall be inserted:

"Subject to the provisions of paragraph 53,";

(iii) paragraph 53 shall be deleted and the following paragraph substituted therefor:

"53. Where in relation to the provisions of paragraphs 6(9), 17(1), 19(4), 25(2), 25(4), 26, 29, 36, 37, 38, 39(3), 43, 44, 45, 47 and 52 of, and Part C of Appendix V to and paragraph 6 of Appendix VII to this Memorandum a dispute between an education authority and a teacher employed by them remains unresolved the authority shall refer the matter to the Scottish Teachers Salaries Committee for determination.".

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

(i) in paragraph 1, after sub-paragraph (2)(*g*), the following sub-paragraph shall be inserted:

"or

(*h*) the Diploma in Commerce with honours awarded by the Board for the Diploma in Commerce.";

(ii) in paragraph 2, sub-paragraph (1) shall be deleted and the following sub-paragraph substituted therefor:

"2. (1) Where a teacher is employed wholly or mainly—

(*a*) in a secondary school, or

(*b*) in a special school in the instruction of pupils who are in a separate class or in separate classes for pupils aged 12 years or over, or

(*c*) as a head teacher of a special school, or of a primary school with a special class or with special classes attached, and in the case of either school, where there is a separate class or there are separate classes for pupils aged 12 years or over; or

(*d*) otherwise in secondary education,

and his qualifications are as described in sub-paragraphs (2) or (3) below, his basic salary shall be calculated by reference to Scale 2.";

(iii) in sub-paragraph (2)(*a*) of paragraph 2 after the words "Scottish university" there shall be inserted the words "or of the Open University";

(iv) sub-paragraph (1) of paragraph 3 shall be deleted and the following sub-paragraph substituted therefor:

"3. (1) Where a teacher's qualifications are as described in any of the following sub-paragraphs of this paragraph his basic scale shall be calculated by reference to Scale 3 provided that the teacher is employed wholly or mainly in a secondary school or in a special school in the instruction of pupils who are in a separate class or in separate classes for pupils aged 12 years or over or otherwise wholly or mainly in secondary education, or as a Head Teacher of a special school, or of a primary school with a special class or with special classes attached, and in the case of either school, where there is a separate special class or there are separate special classes for pupils aged 12 years or over and where the basic salary of the teacher is not calculable by reference to Scale 2.";

(v) in sub-paragraph (2) of paragraph 3 after the words "Scottish university" there shall be inserted the words "or of the Open University";

(vi) after sub-paragraph (8) of paragraph 3 the following sub-paragraph shall be inserted:

"(9) A Teaching Qualification (Primary Education) with a degree of a Scottish university or of the Open University and where the teacher is employed wholly or mainly in a secondary school as a teacher of remedial subjects.".

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

all eight entries relating to Stirling University shall be deleted and the following entry shall be substituted in each of their places:

"Stirling University

(1) Semesters 1 and 2

(2) Semesters 3 and 4

(3) Semesters 5 and 6".

(*j*) In Part B of Appendix IV:

after paragraph 5 the following paragraph shall be inserted:

"6. The Certificate in the Teaching of Deaf and Partially Hearing Children awarded by the Oxford Delegacy for Educational Studies on successful completion of the one year course at the Lady Spencer-Churchill College of Education.".

(*k*) In Part I of Section A of Appendix VI:

(i) paragraph 9 shall be deleted and the following paragraph substituted therefor:

"9. Associateship (or Graduate Membership) of the Institution of Metallurgists, provided that the Associate has passed the Graduate Membership Examination, the Associateship Examination after 1961, or an examination accepted by the Institution as giving exemption from the Graduate Membership Examination.";

(ii) after paragraph 10 the following paragraph shall be inserted:

"10A. Diploma in Commerce with honours awarded by the Board for the Diploma in Commerce.".

(*l*) In Part II of Section A of Appendix VI:

(i) in paragraph 1, after the words "Scottish university" there shall be inserted the words "or of the Open University";

(ii) paragraph 13 shall be deleted and the following paragraph substituted therefor:

"13(*a*) Associateship of the Institution of Metallurgists by examination held after 1st August 1949 and before 1962; or

(*b*) Licentiateship of the Institution of Metallurgists by examination under the Regulations in force between 1961 and February 1972; or

(*c*) Part I of the Graduateship Examination of the Institution of Metallurgists under the revised Regulations which came into operation in February, 1972.";

(iii) paragraph 17 shall be deleted and the following paragraph substituted therefor:

"17. Membership of the Institute of Building, provided that the Member has passed the Final Examination, Parts I and II or an examination accepted by the Institute as giving exemption from the Final Examination, Parts I and II.";

(iv) in paragraph 39 the words from "provided" to the end of the paragraph shall be deleted;

(v) after paragraph 42 the following paragraph shall be inserted:

"42A. Associateship of the Society of Dyers and Colourists, by examination.".

(*m*) In Part III of Section A of Appendix VI:

after paragraph 27 the following paragraph shall be inserted:

"27A. Licentiateship of the Institution of Metallurgists by examination under the revised Regulations which came into operation in February 1972.".

(*n*) Appendix XII shall be deleted and the following Appendix substituted therefor:

## "APPENDIX XII

(Reference Paragraph 47)

**Conservation of Salary**

A teacher shall not be entitled to have his salary conserved in terms of paragraph 47 in any of the following cases:—

1. Where the teacher's responsibility allowance was increased as a result of an increase in the roll of a school or of the index figures of a further education centre and where the average number of pupils in attendance did not remain in the higher grade, or the index figure did not remain in the higher range, over each of two consecutive years during the teacher's tenure of the post.

2. Where a teacher, on being offered an appointment to a post of special responsibility in a particular grade, has been informed specifically and in writing by the education authority of a likely future downgrading and where the grading has not remained in the grade at which the post was offered over each of two consecutive years during the teacher's tenure of the post.

3. Where a teacher, on being offered an appointment to a post of special responsibility, has been informed in writing of any likely future closure

of the school or further education centre and where the school or centre is closed within a period of three years from the teacher's having taken up the appointment.

4. Where a teacher has not attained the age of 58 and unreasonably refuses on two occasions to accept an alternative equivalent, or better post.

5. Where a teacher who has occupied temporarily a post of special responsibility for less than two consecutive years ceases to be entitled to receive an allowance payable in terms of paragraph 26 or salary payable in terms of paragraph 38.

6. Where a teacher ceases to be entitled to receive the allowance payable under Serial number 20 of Part A of Appendix V (to this Memorandum), because the work in connection with the provision made for pupils of 12 years of age or over which entitled the teacher to the allowance has ceased.

7. Where a teacher is transferred and ceases to be entitled to receive a remote school and/or distant island allowance payable in terms of paragraph 39 and/or paragraph 40, or suffers a reduction in the amount of the allowance payable in terms of paragraph 39.

8. Where a teacher remains in a post to which he was appointed between 1st August 1939 and 31st March 1948 both dates inclusive—unless the average number of pupils in attendance to be used under this Memorandum to calculate his responsibility allowance is in a lower grade of the relative scale (a) than the corresponding average number in the school year when he was appointed to the post or in any subsequent school year before that beginning on 1st August 1948 or (*b*) than the average number used under the Scottish Teachers Salaries Memorandum 1970.

9. Where a teacher remains in a further education post which is downgraded or transfers to a post in a lower grade.

10. Where a teacher returns to service after retirement.

NOTE: Paragraphs 1, 2 and 4 of this Appendix shall not apply to teachers employed by Glasgow Education Authority, and in the case of such teachers, conservation shall not be continued where they unreasonably refuse the offer of an alternative equivalent, or better post.".

*Amendment of Memorandum with effect from 24th May 1974*

**4.** The provisions set out in the Memorandum, as amended by Article 3 of this order, shall, with effect from 24th May 1974, be further amended in the following manner:—

(*a*) In the table of Contents there shall be added:

(i) in Part II:

"17A. Restructure of salaries with effect from 24th May 1974";

(ii) in Part III:

"26A. Restructure of salaries with effect from 24th May 1974";

(iii) in Part IV:

"38A. Restructure of salaries with effect from 24th May 1974";

(iv) in Part V:

"41A. Restructure of salaries with effect from 24th May 1974";

(v) in Part VI:

"48A. Restructure of salaries with effect from 24th May 1974";

(vi) after Part VII insert:

"Part VIII—Restructure of salaries with effect from 24th May 1974";

(vii) in Part VIII there shall be added:

"54. Restructure of salaries—teachers in school education;

55. Restructure of salaries—teachers in further education including Principals and Depute Principals;

56. Restructure of salaries—teachers employed as educational psychologists;

57. Responsibility allowances (school education)—modifications;

58. Additions to basic scale (school education)—modifications;

59. Calculation of salaries to exact multiples of £3;

60. Restructure of salaries—minimum increase";

(viii) in APPENDICES

"XIII. Salaries of teachers employed in school education;

XIV. Salaries of teachers employed in further education (other than Principals and Depute Principals);

XV. Salaries of teachers employed as educational psychologists;

XVI. Responsibility allowances of teachers employed in school education;

XVII. Additions to basic scales".

(*b*) In Part I:

in the last line of sub-paragraph (5) of paragraph 3, there shall be added the words "or on the scale set out in paragraph 1 of Appendix XV thereto".

(*c*) In Part II:

after paragraph 17, the following paragraph shall be inserted:

**"Restructure of salaries with effect from 24th May 1974**

17A. The foregoing provisions of this Part are subject, as from 24th May 1974, to the provisions of Part VIII of this Memorandum.".

(*d*) In Part III:

after paragraph 26, the following shall be inserted:

**"Restructure of salaries with effect from 24th May 1974**

26A. The foregoing provisions of this Part are subject, as from 24th May 1974, to the provisions of Part VIII of this Memorandum.".

(*e*) In Part IV:

after paragraph 38, the following paragraph shall be inserted:

**"Restructure of salaries with effect from 24th May 1974**

38A. The foregoing provisions of this Part are subject, as from 24th May 1974, to the provisions of Part VIII of this Memorandum.".

(*f*) In Part V:

after paragraph 41, the following paragraph shall be inserted:

**"Restructure of salaries with effect from 24th May 1974**

41A. The foregoing provisions of this Part are subject, as from 24th May 1974, to the provisions of Part VIII of this Memorandum.".

(*g*) In Part VI:

after paragraph 48, the following paragraph shall be inserted:

**"Restructure of salaries with effect from 24th May 1974**

48A. The foregoing provisions of this Part are subject, as from 24th May 1974, to the provisions of Part VIII of this Memorandum.".

(*h*) In Part VII:

paragraph 54 shall be deleted.

(*i*) After Part VII the following provisions shall be inserted:

"PART VIII

RESTRUCTURE OF SALARIES WITH EFFECT FROM 24TH MAY 1974

**Salaries of teachers employed in school education**

54(1) Subject to paragraphs 59-60 and to Section A of Appendix XIII to this Memorandum—

(*a*) where a teacher is employed wholly or mainly (*a*) in a primary school or (*b*) in a special school in the instruction of pupils under the age of 12 or (*c*) otherwise in primary education the annual rate of his basic salary shall be calculated by reference to Scale 2 of the table contained in Section B of the said Appendix and to the appropriate scale point on that Scale;

(*b*) the appropriate scale point for any such teacher in any salary year (1st August to 31st July) shall be calculated according to the Assimilation Table for Primary Teachers contained in paragraph (i) of Section C of the said Appendix by reference to the service year of that teacher on the appropriate Scale in Part B of Appendix II to this Memorandum:

Provided that, where, but for the provisions of this sub-paragraph the annual rate of the basic salary of such a teacher would have been calculated by reference to scale 1 or Scale 2 described in Part B of Appendix II to this Memorandum, the annual rate of his basic salary shall be calculated by reference to Scale 1 of the table contained in Section B of the said Appendix XIII and to the appropriate scale point on that Scale as calculated in accordance with sub-paragraph (2) of this paragraph.

(2) Subject to paragraphs 59 and 60 and to Section A of Appendix XIII to this Memorandum—

(*a*) where a teacher is employed wholly or mainly in a secondary school or otherwise wholly or mainly in secondary education the annual rate of his basic salary shall be calculated by refer-

ence to Scale I of the table contained in Section B of the said Appendix and to the appropriate scale point on that Scale;

(*b*) the appropriate scale point for any such teacher in any salary year (1st August to 31st July) shall be calculated according to the Assimilation Table for Secondary Teachers contained in paragraph 2 of Section C of the said Appendix by reference to the service year of that teacher on the appropriate Scale in Part B of Appendix II to this Memorandum.

(3) Subject to paragraphs 59 and 60 and to Section A of Appendix XIII to this Memorandum, where a teacher is employed wholly or mainly in a special school, or special class, and is employed wholly or mainly in the education of pupils aged 12 years or over, the annual rate of his basic salary shall be calculated by reference to Scale I of the table contained in Section B of the said Appendix and to the appropriate scale point on that Scale as calculated in accordance with subparagraph (2) of this paragraph.

**Salaries of teachers employed in further education**

55. (1) Subject to paragraphs 59 and 60 and to Section A of Appendix XIV to this Memorandum—

(i) where a teacher is employed in further education (other than as a Principal or Depute Principal), the annual rate of his basic salary shall be calculated by reference to the relevant salary scale contained in the table in paragraph 1 of Section B of the said Appendix and to the appropriate scale point on that Scale;

(ii) the relevant salary scale and the appropriate scale point for any such teacher (including a Head of Department) shall be calculated according to the Assimilation Tables in Section C of the said Appendix by reference to the service year of that teacher on Scale (5), (6) or (7) in Section B of Appendix VI to this Memorandum and, where the teacher is a Senior Teacher or a Head of Department entitled to a responsibility allowance under paragraph 33 of this Memorandum, also by reference to the serial number of that allowance referred to in Part B of Appendix VIII to this Memorandum.

(2) Subject to paragraphs 59 and 60 of this Memorandum, the annual salary payable to a teacher employed in further education as a Principal or Depute Principal shall be calculated in accordance with paragraph 2 of Section B of Appendix XIV to this Memorandum.

**Salaries of teachers employed as educational psychologists**

56. Subject to paragraphs 59 and 60 of this Memorandum—

(i) where a teacher is employed as a Principal Educational Psychologist, the annual rate of his basic salary shall be calculated in accordance with paragraph 1 of Section A of Appendix XV to this Memorandum;

(ii) where a teacher is employed as a Depute Principal Educational Psychologist his salary shall be determined in

accordance with the provisions set out in paragraph 2 of Section A of the said Appendix XV;

(iii) where a teacher is employed as a Senior Assistant Educational Psychologist or sole Educational Psychologist—

(*a*) the annual rate of his basic salary shall be calculated by reference to the scale contained in paragraph 3 of Section A of the said Appendix XV and to the appropriate scale point on that scale;

(*b*) the appropriate scale point for any such teacher in any salary year (1st August—31st July) shall be calculated according to paragraph 1 of Section B of the said Appendix;

(iv) where a teacher is employed as an Assistant Educational Psychologist—

(*a*) the annual rate of his basic salary shall be calculated by reference to the scale contained in paragraph 4 of Section A of the said Appendix XV and to the appropriate scale point on that scale;

(*b*) the appropriate scale point for any such teacher in any salary year (1st August—31st July) shall be calculated according to paragraph 2 of Section B of the said Appendix.

**General**

57. Subject to the provisions of paragraphs 59 and 60 the annual rates of responsibility allowance for teachers employed in posts of special responsibility shall be as set out in Appendix V of this Memorandum, as modified by Appendix XVI to this Memorandum.

58. Subject to the provisions of paragraphs 59 and 60 the annual rates of additions to salary shall be as prescribed in paragraphs 20 to 24, 32, 36, 39, 40 and 48 of this Memorandum, as modified by Appendix XVII to this Memorandum.

59. The annual rate of salary determined in accordance with paragraphs 54-58 of this Memorandum shall be:

(*a*) 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; and

(*b*) increased or further increased in accordance with the procedure described in paragraph 5 of Appendix III or in paragraph 3 of Part C of Appendix IX to this Memorandum.

60. Where the total annual rate of salary (hereinafter referred to as "the first salary") to which a teacher would be entitled by virtue of the provisions of this Part of this Memorandum, is less than £402 above the total annual rate of salary (hereinafter referred to as "the second salary") to which he would have been entitled for that year but for those provisions, the first salary of that teacher for that year shall be increased so that it exceeds the second salary by £402.".

(*j*) After Appendix XII there shall be inserted Appendices XIII to XVII which are set out in the Schedule to this order.

*Amendment of Memorandum with effect from 1st October 1974*

**5.** The provisions set out in the Memorandum, as amended by Articles 3 and 4 of this order, shall, with effect from 1st October 1974, be further amended in the following manner:—

In Part I:

sub-paragraph (2) of paragraph 3 shall be deleted and the following sub-paragraph shall be substituted therefor:

"(2) "registered teacher" means a teacher who is registered or provisionally registered under the Teaching Council (Scotland) Act 1965(a) and "teacher" means a person who is or has been employed in a teaching capacity or in any other capacity with regard to which provision is made in this Memorandum.".

*Amendment of Memorandum with effect from 1st January 1975*

**6.** The provisions set out in the Memorandum as amended by Articles 3, 4 and 5 of this order, shall, with effect from 1st January 1975, be further amended in the following manner:—

Part C of Appendix V shall be deleted and the following Part substituted therefor:

**"Part C**

(Reference Paragraph 25 and Parts A and B of this Appendix)

**Average Number of Pupils in Attendance**

1. After 31st March 1975 the average number of pupils in attendance for the purposes of column (3) of Part B of this Appendix shall be the average number of pupils in attendance during the year ending 31st December (to be known as "the review year"). The number so determined shall be used in the calculation of allowances for teachers employed in posts of special responsibility during the calendar year beginning on 1st April in the succeeding year.

2. The number of pupils in attendance in relation to a week shall be the number of pupils whose names are shown by the Register of Summaries kept at the school in accordance with the First Schedule to the School (Scotland) Code 1956 to have been on the Daily Registers on the last day on which a meeting was held in that week.

3. The average number of pupils in attendance during any period shall be calculated by adding the number of pupils in attendance on the last day of each week in which a meeting of the school is held during the period and dividing by the number of such weeks during the said period.

4. Where a pupil who has remained at school in order to take examinations of the Scottish Certificate of Education Examination Board has left school before the end of the session in which he sat the examinations, his name shall be deemed, for the purposes of paragraphs 2 and 3 above, to have remained on the roll until the end of the school year.

5. Where a school opens after the beginning of a review year or where a significant change in the number of pupils occurs or is expected to occur after the review year, or where the responsibility allowance is to be calculated under Serial Number 18 of Part A of this Appendix (in the case of a

(a) 1965 c. 19.

teacher in charge of the education of pupil-patients in a hospital) the average number of pupils for the purposes of column (3) of Part B of this Appendix shall be such number as is agreed between the education authority and the teacher concerned.

6. Until 31st March 1975, the average number of pupils for the purposes of column (3) of Part B of this Appendix shall be such number as is agreed between the education authority and the teacher concerned.".

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

*J. B. Hume*,
Under Secretary

Scottish Education Department
St Andrew's House
Edinburgh
21st November 1975

SCHEDULE

Additional Appendices to the Memorandum

APPENDIX XIII

(Reference Paragraph 54)

**Section A**

**Salaries of Teachers Employed in School Education**

**General Provisions**

1. (1) Subject to the provisions of sub-paragraph (2) below, the annual rate of the basic salary of a teacher shall, with effect from 24th May 1974, be calculated by reference to one of the salary scales in Section B of this Appendix and to the appropriate table in Section C of this Appendix.

(2)(*a*) Where in the period from 24th May 1974 to 31st July 1974 such a teacher, in accordance with the provisions of Appendix III to this Memorandum was paid a fraction of an increment between one twelfth and six twelfths, his basic salary shall be determined as if the relevant scale in the table contained in Section B of this Appendix had half incremental points. For that period the appropriate half point for such a teacher shall be that nearest to but not less than the fraction on which he was paid.

(*b*) Where in the period from 24th May 1974 to 31st July 1974 such a teacher, in accordance with the provisions of Appendix III to this Memorandum was paid a fraction of an increment between seven twelfths and eleven twelfths, his basic salary shall be determined as if the appropriate point on the relevant salary scale in the table contained in Section B of this Appendix was that point which would have been appropriate if the teacher had been paid on the point nearest to but not less than the fraction on which he was paid.

2. A teacher who but for the provisions of Part VIII of this Memorandum and of Appendix XVII thereto would have been entitled to receive one or more of the additions to basic scale in accordance with paragraph 20 of this Memorandum, shall for each such addition be entitled to one additional increment on the relevant salary scale in the table contained in Section B of this Appendix, provided that the maximum of the scale is not exceeded and that no such teacher shall receive a basic salary in excess of scale point 12 on Scale 1 in that table.

**SECTION B**

**Salaries of Teachers Employed in School Education**
**Basic Salary Scales**

| Scale Point | Scale 1 (Secondary) | Scale 2 (Primary) |
|---|---|---|
| | £ | £ |
| 1 | 1,995 | 1,848 |
| 2 | 2,085 | 1,893 |
| 3 | 2,154 | 1,938 |
| 4 | 2,271 | 2,001 |
| 5 | 2,400 | 2,103 |
| 6 | 2,535 | 2,205 |
| 7 | 2,670 | 2,307 |
| 8 | 2,805 | 2,409 |
| 9 | 2,940 | 2,511 |
| 10 | 3,135 | 2,613 |
| 11 | 3,330 | 2,727 |
| 12 | 3,525 | 2,841 |
| 13 | 3,720 | 2,955 |
| 14 | | 3,069 |

NOTE:
Only those teachers holding a qualification described in paragraph 1 of Part A of Appendix II to this Memorandum shall receive basic salary in excess of scale point 12 on Scale 1.

## SECTION C

### Assimilation Tables

(i) **Primary Teachers**

| Service year on scales described in Part B of Appendix II to this Memorandum | | | | | Scale point on Scale 2 in the table contained in Section B of this Part of this Appendix |
|---|---|---|---|---|---|
| Scale *4* | Scale *4* *'bar'** | Scale *3A* | Scale *3B* | Scale *3* | |
| 1 | 1 | 1 | 1 | | 1 |
| 2 | 2 | 2 | 2 | | 2 |
| 3 | 3 | 3 | 3 | 1 | 3 |
| 4 | 4 | 4 | 4 | 2 | 4 |
| 5 | 5 | 5 | 5 | 3 | 5 |
| 6 | 6 | 6 | 6 | 4 | 6 |
| 7 or 8 | 7 or 8 | 7 | 7 or 8 | 5 | 7 |
| 9 | 9 | 8 | 9 | 6 | 8 |
| 10 or 11 | 10 or more | 9 | 10 | 7 | 9 |
| 12 | | 10 | 11 | 8 | 10 |
| 13 | | 11 | 12 | 9 | 11 |
| 14 | | 12 | 13 or 14 | 10 | 12 |
| 15 or more | | 13 | 15 or more | 11 | 13 |
| | | 14 or more | | 12 or more | 14 |
| Scale 4 Extended** | | | | | |
| 16 or more | | | | | 14 |

(ii) **Secondary Teachers**

| Service year on scales described in Part B of Appendix II to this Memorandum | | | | | Scale point on Scale 1 in the table contained in Section B of this Part of this Appendix |
|---|---|---|---|---|---|
| Scale *4* | Scale *4* *'bar'** | Scale *3* | Scale 2 | Scale *1* | |
| 1—4 | 1—4 | 1 | | | 1 |
| 5 | 5 | 2 | 1 | | 2 |
| 6 or 7 | 6 or 7 | 3 | 2 | | 3 |
| 8 or 9 | 8 or 9 | 4 | 3 | 1 | 4 |
| 10 or 11 | 10 or more | 5 or 6 | 4 or 5 | 2 | 5 |
| 12 or 13 | | 7 | 6 | 3 | 6 |
| 14 | | 8 or 9 | 7 | 4 | 7 |
| 15 or more | | 10 | 8 | 5 | 8 |
| | | 11 | 9 or 10 | 6 | 9 |
| | | 12 or more | 11 | 7 | 10 |
| | | | 12 | 8 | 11 |
| | | | 13 or more | 9 | 12 |
| Scale 4 | | | | 10 or more | 13 |
| Extended** | | | | | |
| 16 or 17 | | | | | 9 |
| 18 or more | | | | | 10 |

*See paragraph 4(5) of Part A of Appendix II.
**See Note (2) of Part B of Appendix II.

## APPENDIX XIV

(Reference Paragraph 55)

## SECTION A

### Salaries of Teachers Employed in Further Education

**Teachers other than Principals and Depute Principals**

**General Provisions**

1. (1) Subject to the provisions of sub-paragraph (2) below, the annual rate of the basic salary of a teacher shall, with effect from 24th May 1974, be calculated by reference to one of the salary scales in Section B of this Appendix and to the appropriate table in Section C of this Appendix.

(2)(*a*) Where in the period from 24th May 1974 to 31st July 1974 such a teacher, in accordance with the provisions of Appendix III to this Memorandum was paid a fraction of an increment between one twelfth and six twelfths, his basic salary shall be determined as if the relevant salary scale in the table contained in Section B of this Appendix had half incremental points. For that period the appropriate half point for such a teacher shall be that nearest to but not less than the fraction on which he was paid.

(*b*) Where in the period from 24th May 1974 to 31st July 1974 such a teacher, in accordance with the provisions of Appendix III to this Memorandum was paid a fraction of an increment between seven twelfths and eleven twelfths, his basic salary shall be determined as if the appropriate point on the relevant salary scale in the table contained in Section B of this Appendix was that point which would have been appropriate if the teacher had been paid on the point nearest to but not less than the fraction on which he was paid.

2. A teacher employed in further education (other than a principal or depute principal) who but for the provisions of Part VIII of this Memorandum and of Appendix XVII hereto would have been entitled to receive an addition to basic scale in accordance with paragraph 32 of this Memorandum shall be entitled to one increment on the relevant salary scale in the table contained in Section B of this Appendix provided that the maximum of that scale is not exceeded.

## SECTION B

**1. Salary Scales for Lecturers**

| Scale Point | Lecturer (B) | Senior Lecturer I | Senior Lecturer II | Senior Lecturer III | Lecturer (A) | Senior Lecturer (A) |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| 1 | 2,121 | 2,670 | 4,206 | 5,001 | 2,670 | 5,001 |
| 2 | 2,247 | 2,862 | 4,407 | 5,205 | 2,862 | 5,205 |
| 3 | 2,373 | 3,054 | 4,608 | 5,409 | 3,054 | 5,409 |
| 4 | 2,499 | 3,246 | 4,809 | 5,613 | 3,246 | 5,613 |
| 5 | 2,625 | 3,438 | 5,010 | | 3,438 | 5,817 |
| 6 | 2,751 | 3,630 | | | 3,630 | 6,021 |
| 7 | 2,877 | 3,822 | | | 3,822 | 6,225 |
| 8 | 3,003 | 4,014 | | | 4,014 | 6,429 |
| 9 | 3,129 | 4,206 | | | 4,206 | |
| 10 | 3,255 | 4,341 | | | 4,407 | |
| 11 | 3,381 | 4,476 | | | 4,608 | |
| 12 | 3,507 | | | | 4,809 | |
| 13 | 3,633 | | | | 5,010 | |
| 14 | | | | | 5,211 | |
| 15 | | | | | 5,412 | |

**2. PRINCIPALS AND DEPUTE PRINCIPALS**

Salaries for Principals and Depute Principals, calculated in accordance with the provisions of paragraphs 34 and 35 of and Appendix IX to this Memorandum together with any additions which any such teacher would, but for the provisions of paragraph 58 and of Appendix XVII to this Memorandum, have been entitled under paragraph 36 of this Memorandum, shall be increased as follows:—

| | |
|---|---|
| Principals | 25 per cent |
| Depute Principals | 20 per cent |

## SECTION C

1. In this Section:

"service year" means the service year on the scales described in Section B of Part III of Appendix VI to this Memorandum.

"entitled" means entitlement which a teacher would have had but for the provisions of Part VIII of this Memorandum and of this Appendix.

### Assimilation Tables

2. For teachers entitled to Scale 7 but who are not entitled to any responsibility allowance:

| *Service Year* | *Scale Point on the Scale for Lecturer (B) in the table contained in Section B of this Appendix* |
|---|---|
| 1 or 2 | 1 |
| 3 or 4 | 1 |
| 5 or 6 | 2 |
| 7 | 3 |
| 8 | 4 |
| 9 | 5 |
| 10(*a*) | 6 |
| 11 | 7 |
| 12 | 8 |
| 13 | 9 |
| 14 or more | 10 |

(*a*) Including all those without entitlement to the full benefits of Scale 7.

3. For teachers entitled to Scale 6 but who are not entitled to any responsibility allowance:

| *Service Year* | *Scale Point on the Scale for Lecturer (B) in the table contained in Section B of this Appendix* |
|---|---|
| 1 or 2 | 1 |
| 3 | 2 |
| 4 or 5 | 3 |
| 6 | 4 |
| 7 | 5 |
| 8 | 6 |
| 9 | 7 |
| 10 | 9 |
| 11 | 10 |
| 12 | 11 |
| 13 or more | 12 |

4. For teachers entitled to Scale 5 solely by virtue of their qualifications in accordance with the provisions of paragraph 28 of this Memorandum (who are not entitled to any responsibility allowance):

| *Service Year* | *Scale Point on the Scale for Senior Lecturer I in the table contained in Section B of this Appendix* |
|---|---|
| 1 to 3 | 1 |
| 4 | 2 |
| 5 | 3 |
| 6 | 4 |
| 7 | 5 |
| 8 | 6 |
| 9 | 7 |
| 10 | 8 |
| 11 or more | 9 |

No teacher in this category shall progress beyond the penultimate point of the Scale for Senior Lecturer I.

5. For teachers entitled to Scale 5 by virtue of their grade of post but who are not entitled to any responsibility allowance:

| *Service Year* | *Scale Point on the Scale for Lecturer (A) in the table contained in Section B of this Appendix* |
|---|---|
| 1 to 3 | 1 |
| 4 | 2 |
| 5 | 3 |
| 6 | 4 |
| 7 | 5 |
| 8 | 6 |
| 9 | 7 |
| 10 | 8 |
| 11 or more | 9 |
| Extended scale* | |
| 12 | 10 |
| 13 | 11 |
| 14 | 12 |
| 15 or more | 13 |

6. For teachers entitled to Scale 7, and to a senior teacher allowance as provided for in Part B of Appendix VIII to this Memorandum:

| *Service Year on Scale 7, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer I in the table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *43* | *42* | *41* | *40* | |
| 1 to 7 | 1 to 5 | 1 to 2 | | 1 |
| 8 or 9 | 6 or 7 | 3 or 4 | 1 or 2 | 2 |
| 10 | 8 or 9 | 5 or 6 | 3 or 4 | 3 |
| 11 or 12 | 10 or 11 | 7 or 8 | 5 or 6 | 4 |
| 13 | 12 or 13 | 9 or 10 | 7 to 9 | 5 |
| 14 or more | 14 or more | 11 or 12 | 10 or 11 | 6 |
| | | 13 | 12 | 7 |
| | | 14 | 13 | 8 |
| | | | 14 | 9 |

*See Note in Section B of Appendix VI.

| *Service year on Scale 7, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer I in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *39* | *38* | *37* | *36* | |
| 1 | 1 | | | 2 |
| 2 to 4 | 2 or 3 | 1 to 3 | 1 or 2 | 3 |
| 5 or 6 | 4 or 5 | 4 or 5 | 3 to 5 | 4 |
| 7 or 8 | 6 to 8 | 6 or 7 | 6 or 7 | 5 |
| 9 or 10 | 9 or 10 | 8 or 9 | 8 or 9 | 6 |
| 11 | 11 | 10 or 11 | 10 | 7 |
| 12 or 13 | 12 or 13 | 12 | 11 or 12 | 8 |
| 14 or more | 14 or more | 13 | 13 | 9 |
| | | 14 or more | 14 or more | 10 |

Those teachers held on service year point 10 of the present scale by the operation of the bar shall be assimilated as though they were in their 10th year of service on the scale.

7. For teachers entitled to Scale 6 and to a senior teacher allowance:

| *Service Year on Scale 6, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer I in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *43* | *42* | *41* | *40* | |
| 1 to 5 | 1 to 3 | | | 1 |
| 6 or 7 | 4 or 5 | 1 or 2 | | 2 |
| 8 | 6 or 7 | 3 or 4 | 1 or 2 | 3 |
| 9 or 10 | 8 | 5 or 6 | 3 or 4 | 4 |
| 11 | 9 or 10 | 7 or 8 | 5 or 6 | 5 |
| 12 | 11 | 9 | 7 or 8 | 6 |
| 13 or more | 12 | 10 | 9 | 7 |
| | 13 or more | 11 | 10 | 8 |
| | | 12 | 11 | 9 |
| | | 13 or more | 12 | 10 |
| | | | 13 or more | 11 |

| *Service Year on Scale 6, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer I in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *39* | *38* | *37* | *36* | |
| 1 | 1 | 1 | | 3 |
| 2 to 4 | 2 or 3 | 2 or 3 | 1 or 2 | 4 |
| 5 or 6 | 4 or 5 | 4 or 5 | 3 to 5 | 5 |
| 7 or 8 | 6 or 7 | 6 or 7 | 6 or 7 | 6 |
| 9 | 8 or 9 | 8 | 8 | 7 |
| 10 | 10 | 9 | 9 | 8 |
| 11 | 11 | 10 or 11 | 10 | 9 |
| 12 | 12 | 12 | 11 | 10 |
| 13 or more | 13 or more | 13 or more | 12 or more | 11 |

8. For teachers entitled to Scale 5 solely by virtue of their qualifications in accordance with the provisions of paragraph 28 of this Memorandum and to a senior teacher allowance:

| *Service Year on Scale 5, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer II in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *43* | *42* | *41* | *40* | |
| 1 to 9 | 1 to 8 | 1 to 7 | 1 to 6 | 1 |
| 10 | 9 | 8 | 7 | 2 |
| 11 or more | 10 | 9 | 8 | 3 |
| | 11 or more | 10 | 9 or 10 | 4 |
| | | 11 or more | 11 or more | 5 |

| *Service Year on Scale 5, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer II in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *39* | *38* | *37* | *36* | |
| 1 to 6 | 1 to 5 | 1 to 5 | 1 to 5 | 1 |
| 7 | 6 | 6 | 6 | 2 |
| 8 | 7 | 7 | 7 | 3 |
| 9 | 8 or 9 | 8 or 9 | 8 or 9 | 4 |
| 10 or more | 10 or more | 10 or more | 10 or more | 5 |

9. For teachers entitled to Scale 5 but not the extension to that Scale and who are entitled to a senior teacher allowance:

| *Service Year on Scale 5, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer (A) in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *43* | *42* | *41* | *40* | |
| 1 or more | 1 or more | 1 or more | 1 to 10 | 1 |
| | | | 11 or more | 2 |

| *Service Year on Scale 5, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer (A) in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *39* | *38* | *37* | *36* | |
| 1 to 9 | 1 to 9 | 1 to 9 | 1 to 9 | 1 |
| 10 | 10 | 10 | 10 | 2 |
| 11 or more | 11 or more | 11 or more | 11 or more | 3 |

10. For teachers entitled to Scale 5 who are on the extension to that Scale and who are entitled to a senior teacher allowance:

| *Service Year on Scale 5 with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer (A) in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *43* | *42* | *41* | *40* | |
| 12 or 13 | 12 | | | 1 |
| 14 | 13 | 12 | | 2 |
| 15 or more | 14 | 13 | 12 | 3 |
| | 15 or more | 14 | 13 | 4 |
| | | 15 or more | 14 | 5 |
| | | | 15 or more | 6 |

| *Service Year on Scale 5, with Senior Teacher Allowance Serial Number* | | | | *Scale Point on the Scale for Senior Lecturer (A) in the Table contained in Section B of this Appendix* |
|---|---|---|---|---|
| *39* | *38* | *37* | *36* | |
| 12 | | | | 3 |
| 13 | 12 | 12 | 12 | 4 |
| 14 | 13 | 13 | 13 | 5 |
| 15 or more | 14 | 14 | 14 | 6 |
| | 15 or more | 15 or more | 15 or more | 7 |

11. HEADS OF DEPARTMENT

A teacher entitled to Scales 5, 6 or 7 who is entitled to a Head of Department allowance shall be assimilated as though he was a senior teacher remunerated on the same service year point of the same scale. He shall also receive the difference (increased by 20 per cent) between that allowance and the corresponding allowance for a senior teacher.

## APPENDIX XV

(Reference Paragraph 56)

### SECTION A

**Salaries of Teachers Employed as Educational Psychologists**

Salary Scales

1. Principal Educational Psychologists

Salaries shall be calculated by reference to the relevant scale in the table contained in Section B of Appendix XIII and to the appropriate scale point on that scale as calculated in accordance with sub-paragraph (2) of paragraph 54; and a responsibility allowance shall be calculated by reference to sub-paragraph (*x*) of paragraph 1 of Appendix XVI.

2. Depute Principal Educational Psychologists

Salaries shall be equal to the maximum point of the scale for a Senior Assistant Educational Psychologist plus half of the difference between that salary and the total salary payable to the Principal Educational Psychologist in his area.

3. Senior Assistant Educational Psychologists or sole Educational Psychologists

| Scale Points | Scale £ |
|---|---|
| 1 | 4,350 |
| 2 | 4,560 |
| 3 | 4,770 |
| 4 | 4,980 |

4. Assistant Educational Psychologists

| Scale Points | Scale £ |
|---|---|
| 1 | 2,880 |
| 2 | 3,090 |
| 3 | 3,300 |
| 4 | 3,510 |
| 5 | 3,720 |
| 6 | 3,930 |
| 7 | 4,140 |
| 8 | 4,350 |

## SECTION B

## ASSIMILATION

1. Subject to the provisions of paragraph 3 below, the appropriate scale point on the scale contained in paragraph 1 of Section A of this Appendix for a teacher who is employed as a Senior Assistant Educational Psychologist or sole Educational Psychologist shall be determined as follows:—

(*a*) £417 shall be added to the basic salary to which the teacher is entitled in accordance with the provisions of Appendix II and Appendix III to this Memorandum;

(*b*) the total annual salary so determined shall be increased by 25% per annum;

(*c*) the appropriate scale point on that scale shall be the scale point which corresponds to the figure on that scale which is nearest to but not less than the annual salary determined in accordance with (*a*) and (*b*) above.

2. Subject to the provisions of paragraph 3 below, the appropriate scale point on the scale contained in paragraph 2 of Section A of this Appendix for a teacher who is employed as an Assistant Educational Psychologist shall be determined as follows:—

(*a*) £144 shall be added to the basic salary to which the teacher is entitled in accordance with the provisions of Appendix II and Appendix III to this Memorandum;

(*b*) the total annual salary so determined shall be increased by 25% per annum;

(*c*) the appropriate scale point on that scale shall be the scale point which corresponds to the figure on that scale which is nearest to but not less than the annual salary determined in accordance with (*a*) and (*b*) above.

3. (1) Where the basic salary of a teacher to whom this Section applies was, in the period between 24th May 1974 and 31st July 1974, less than in the salary year beginning 1st August 1974, a separate calculation shall be made to determine the appropriate scale point on the scale contained in paragraph 1 of Section A of this Appendix for the period between 24th May 1974 and 31st July 1974.

(2) Where the basic salary of a teacher to whom this Section applies remained unchanged after 31st July 1974, he shall not be entitled to an increment on the scales contained in paragraph 1 of Section A of this Appendix on 1st August 1974.

## APPENDIX XVI

(Reference Paragraphs 55 and 57)

**Responsibility Allowances of Teachers Employed in Primary and Secondary Education and Further Education in Posts of Special Responsibility.**

School Education

1. In Part A of Appendix V of this Memorandum:—

(i) column (3) of serial number 11 shall be modified by substituting "£255" for "£177";

(ii) column (3) of serial number 16 shall be modified by substituting "£372" for "£258";

(iii) column (3) of serial number 17 shall be modified by substituting "£255" for "£177";

(iv) column (3) of serial number 19 shall be modified by substituting "£87" for "£51", wherever it occurs, and "£234" for "£135";

(v) column (3) of serial number 20(*a*) shall be modified by substituting "£195" for "£177";

(vi) column (3) of serial number 20(*b*) shall be modified by substituting "£63" for "£57";

(vii) column (3) of serial number 20(*c*) shall be modified by substituting "£297" for "£276";

(viii) column (3) of serial number 20(*d*) shall be modified by substituting "£102" for "£96";

(ix) column (3) of serial number 21 shall be modified by substituting "£1,710", "£8·88" and "£4·44" for "£1,104", "£5·72" and "£2·86" respectively;

(x) column (3) of serial number 23 shall be modified by substituting "£1,710", "£8·88" and "£4·44" for "£1,104", "£5·72" and "£2·86" respectively;

(xi) serial number 24 shall be discontinued.

2. Part B of Appendix V of this Memorandum shall be modified by substituting the following:—

| (1) Serial Number | (2) Scale | (3) Average number of pupils in attendance according to Part C of this Appendix | | (4) £ |
|---|---|---|---|---|
| 25 | A | In the whole school— | | |
| | | 50 or less | (*a*) | 522 |
| | | 51— 100 | (*b*) | 669 |
| | | 101— 180 | (*c*) | 963 |
| | | 181— 300 | (*d*) | 1,251 |
| | | 301— 450 | (*e*) | 1,449 |
| | | 451— 600 | (*f*) | 1,647 |
| | | 601— 800 | (*g*) | 2,061 |
| | | 801—1,000 | (*h*) | 2,283 |
| | | 1,001 or more | (*i*) | 2,499 |
| 26 | B | In secondary classes— | | |
| | | 100 or less | (*a*) | 228 |
| | | 101— 180 | (*b*) | 333 |
| | | 181— 300 | (*c*) | 426 |
| | | 301— 450 | (*d*) | 474 |
| | | 451— 600 | (*e*) | 525 |
| | | 601— 800 | (*f*) | 615 |
| | | 801—1,000 | (*g*) | 654 |
| | | 1,001—1,300 | (*h*) | 702 |
| | | 1,301—1,700 | (*i*) | 816 |
| | | 1,701—2,100 | (*j*) | 936 |
| | | 2,101 or more | (*k*) | 1,050 |
| 27 | C | In the 4th and later years of the secondary course— | | |
| | | 50 or less | (*a*) | 291 |
| | | 51—100 | (*b*) | 369 |
| | | 101—200 | (*c*) | 588 |
| | | 201—300 | (*d*) | 669 |
| | | 301—400 | (*e*) | 762 |
| | | 401—500 | (*f*) | 846 |
| | | 501—600 | (*g*) | 930 |
| | | 601—700 | (*h*) | 1,014 |
| | | 701 or more | (*i*) | 1,098 |
| 28 | D | In the whole school— | | |
| | | 30 or less | (*a*) | 591 |
| | | 31— 60 | (*b*) | 801 |
| | | 61—100 | (*c*) | 1,026 |
| | | 101—200 | (*d*) | 1,263 |
| | | 201—300 | (*e*) | 1,464 |
| | | 301—350 | (*f*) | 1,650 |
| | | 351 or more | (*g*) | 1,812 |

| (1) Serial Number | (2) Scale | (3) Average number of pupils in attendance according to Part C of this Appendix | | (4) £ |
|---|---|---|---|---|
| 29 | E | In secondary classes— | | |
| | | 450 or less | (*a*) | 294 |
| | | 451—600 | (*b*) | 369 |
| | | 601—800 | (*c*) | 486 |
| | | 801—1,000 | (*d*) | 618 |
| | | 1,001—1,300 | (*e*) | 708 |
| | | 1,301—1,700 | (*f*) | 765 |
| | | 1,701—2,100 | (*g*) | 819 |
| | | 2,101 or more | (*h*) | 879 |
| 30 | F | In the 4th and later years of the secondary course— | | |
| | | 50 or less | (*a*) | 201 |
| | | 51—100 | (*b*) | 270 |
| | | 101—200 | (*c*) | 345 |
| | | 201—300 | (*d*) | 432 |
| | | 301—400 | (*e*) | 507 |
| | | 401—500 | (*f*) | 576 |
| | | 501—600 | (*g*) | 639 |
| | | 601—700 | (*h*) | 702 |
| | | 701 or more | (*i*) | 765 |
| 31 | G | As patients in hospital— | | |
| | | 20 or less | (*a*) | 198 |
| | | 21— 60 | (*b*) | 327 |
| | | 61—100 | (*c*) | 444 |
| | | 101—160 | (*d*) | 570 |
| | | 161—250 | (*e*) | 708 |
| | | 251 or more | (*f*) | 885 |

2. Further Education

3. With the introduction of consolidated salary scales the responsibility allowances set out in Part B of Appendix VIII to this Memorandum shall be discontinued.

## APPENDIX XVII

(Reference Paragraph 58)

**Additions to Basic Scales**

1. In Part III of this Memorandum:—

(i) the addition of "£150" described in paragraph 20(1) shall be discontinued (*a*);

(ii) the addition of "£87" described in paragraph 20(2) shall be discontinued;

(iii) the addition of "£96" described in paragraph 20(4) shall be discontinued;

(iv) the addition of "£69" described in paragraph 20(5) shall be discontinued;

(v) the addition of "£87" described in paragraph 21(1) shall be modified by substituting "£111";

(vi) the addition of "£177" described in paragraph 21(2) shall be modified by substituting "£225";

(vii) the addition of "£138" described in paragraph 21(3) shall be modified by substituting "£174";

(viii) the addition of "£213" described in paragraph 21(3A) shall be modified by substituting "£270";

(ix) the addition of "£87" described in paragraph 22(1) shall be modified by substituting "£111";

(x) the addition of "£138" described in paragraph 22(2) shall be modified by substituting "£174";

(xi) the addition of "£87" described in paragraph 23(1) shall be modified by substituting "£111";

(xii) the addition of "£96" described in paragraph 23(2) shall be modified by substituting "£123";

(xiii) the addition of "£96" described in paragraph 23(3) shall be modified by substituting "£123";

(xiv) the addition of "£108" described in paragraph 24(1) shall be modified by substituting "£138";

(xv) the addition of "£141" described in paragraph 24(2) shall be modified by substituting "£180";

(xvi) the addition of "£144" described in paragraph 24(3) shall be discontinued.

2. In Part IV of this Memorandum:—

(i) the addition of "£123" described in paragraph 32 shall be discontinued (*b*);

(ii) the addition of "£447" described in paragraph 36(1) shall be discontinued;

(iii) the addition of "£123" described in paragraph 36(2) shall be discontinued.

3. In Part V of this Memorandum:—

(i) the addition of "£96" described in paragraph 39(2)(*a*) shall be modified by substituting "£123";

(ii) the addition of "£177" described in paragraph 39(2)(*b*) shall be modified by substituting "£225";

(iii) the addition of "£96" described in paragraph 40(2) shall be modified by substituting "£123".

4. In Appendix XI:

the additions of "£177" and "£258" described in paragraph 4 shall be modified by substituting "£255" and "£372" respectively.

NOTES

(*a*) see also paragraph 2 of Section A of Appendix XIII.

(*b*) see also paragraph 2 of Section A of Appendix XIV.

## EXPLANATORY NOTE

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

This Order amends the salary scales, additions to scales, responsibility allowances and other provisions contained in the Scottish Teachers Salaries Memorandum 1973 (as amended).

Article 3 introduces various amending provisions with effect from 1st April 1974.

Article 4 prescribes, with effect from 24th May 1974, a new pay structure which has been agreed by the Scottish Teachers Salaries Committee on the basis of the recommendations made by the Committee of Inquiry into the pay of Non-University Teachers (Cmnd. 5848).

Article 5 amends, with effect from 1st October 1974, the Memorandum as a consequence of changes in the rules of registration under the Teaching Council (Scotland) Act 1965.

Article 6 introduces with effect from 1st January 1975 a new method of calculating the average number of pupils for the purposes of determining the level of responsibility allowances.

Articles 3, 4, 5 and 6 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.

SI 1975/1928
ISBN 0-11-051928-0

