STATUTORY INSTRUMENTS

1981 No. 967 (S. 97)

EDUCATION, SCOTLAND

The Remuneration of Teachers (Scotland) Amendment Order 1981

Made - - - - 3*rd July* 1981

Coming into Operation 21*st July* 1981

Whereas:-

(1) under section 92(2) of the Education (Scotland) Act 1980(**a**) (hereinafter referred to as "the Act") the Scottish Teachers Salaries Committee (hereinafter referred to as "the Committee"), constituted under section 91 of the Act for the purpose of considering the remuneration payable to:—

(*a*) teachers employed whole time by education authorities in the provision of school education under that Act and duly qualified for appointment other than temporary appointment in terms of the regulations for the time being in force under the said Act, and

(*b*) teachers employed whole time by education authorities in the provision of further education under that Act,

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 is in force an order made under section 92 of the Act with respect to the remuneration of such teachers, namely the Remuneration of Teachers (Scotland) Order 1980(**b**);

(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 92(5) of the Act, the scales and other provisions set out in the memorandum referred to in the said order namely the memorandum published by Her Majesty's Stationery Office under the title "Scottish Teachers Salaries Memorandum 1980";

(4) under section 92(5) of the Act, the Secretary of State has prepared a draft order setting out the amendments to those scales and other provisions which, in his opinion, are requisite for giving effect to the said recomendations; and

(5) the Secretary of State has consulted the Committee with respect to the draft order in accordance with section 92(6) of the Act 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 sections 92(6) and 97(2) 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 1981.

(**a**) 1980 c. 44. (**b**) S.I. 1980/1687.

2.—(1) This order shall come into operation on 21st July 1981 and, subject to paragraph (2) of this Article, shall have effect:

(*a*) for the purposes of Article 4 thereof from 1st January 1981; and

(*b*) for the purposes of Article 5 thereof from 1st April 1981.

(2) Nothing in this order shall be construed as authorising the remuneration of any teacher to be reduced retrospectively.

Interpretation

3. In this order, "Memorandum" means the Scottish Teachers Salaries Memorandum 1980.

Amendment of Memorandum with effect from 1st January 1981

4. The provisions set out in the Memorandum and the Appendices thereto shall be amended in the following manner:—

(*a*) In Part V

(i) in line 3 of sub-paragraph (2) of paragraph 21 after the figure "2" there shall be added the figure "(1)".

(ii) for paragraph 22 there shall be substituted the following paragraph—

"22(1) A teacher who is employed as principal educational psychologist shall be paid on the salary scale described in paragraph 2(3) of Part C of Appendix I.

(2) A teacher who is employed as a depute principal educational psychologist shall be paid on the salary scale described in paragraph 2(2) of Part C of Appendix I."

(*b*) In Appendix I for Part C, there shall be substituted the following Part:

"

Part C
(Reference Part V)

Salary Scales etc. for Educational Psychologists

1. Educational Psychologists

Scale Point	£
1	8,481
2	8,862
3	9,243
4	9,624
5	10,005
6	10,386
7	10,767
8†	11,148
9†	11,529
10†	11,910

†NOTES

Assimilation from the previous scale will be on a point to point basis except that—
Psychologists who had reached—
MAXIMUM of old scale on or before 1 August 1978 shall be placed on the New Maximum.
MAXIMUM of old scale on 1 August 1979 shall be placed on the New Point 9.
MAXIMUM of old scale on 1 August 1980 shall be placed on the New Point 8.

2.(1) Senior Educational Psychologists

Scale Point	£
1	11,910
2	12,171
3	12,432
4	12,693

NOTE

Assimilation from the previous scale will be on a point to point basis.

2.(2) Depute Principal Psychologists

Population Range Age 0-19	Salary Scale £
Up to 30,000	Fixed Point 12,717
30,001- 50,000	Fixed Point 12,987
50,001- 70,000	12,717-12,987-13,257
70,001-100,000	12,987-13,257-13,527
100,001-140,000	13,257-13,527-13,797
140,001-200,000	13,527-13,797-14,067
Over 200,000	13,797-14,067-14,337

2.(3) Principal Psychologists

Population Range Age 0-19	Salary Scale £
Up to 10,000	Fixed Point 12,717
10,001- 30,000	12,987-13,257-13,527
30,001- 50,000	13,257-13,527-13,797
50,001- 70,000	13,527-13,797-14,067
70,001-100,000	13,797-14,067-14,337
100,001-140,000	14,067-14,337-14,607
140,001-200,000	14,337-14,607-14,877
Over 200,000	14,607-14,877-15,147

NOTE

In the case of Principals and Deputes presently in post assimilation from the previous scale shall be determined as follows:—

(*a*) the appropriate population (age 0-19) range—annual estimates of the Population of Scotland 1979, published by the Registrar General (Scotland), shall be ascertained;

(*b*) A Depute Principal or Principal Psychologist who has been in post

(i) on or before 1 January 1979 shall be placed on the maximum of the scale

(ii) after 1 January 1979 but before 1 January 1980 shall be placed on the second point of the scale

(iii) from 1 January 1980 shall be placed on the minimum point of the scale.

(*c*) In the case of Regional appointments, the appropriate population figures shall be those of the region and in the case of divisional appointments those of the division."

(*c*) In Appendix VI Serial Nos. 26 and 27 occurring in part A, shall be omitted.

Amendment of Memorandum with effect from 1st April 1981

5. The provisions set out in the Memorandum and the Appendices thereto as amended by Article 4 of this order, shall be further amended in the following manner:—

(*a*) In paragraph 6 of Part II for the word "entitled" there shall be substituted the word "determined".

(*b*) In sub-paragraph (1) of paragraph 12 of Part III

(i) for the preamble to that sub-paragraph there shall be substituted the following preamble therefor:—

"12(1) With respect to any category of teacher mentioned in Column A below the basic salary scales specified in Appendix I,

Part A, paragraph 1(1) and (2) shall be increased by the sum, opposite that category in Column B below—"

(ii) for COLUMN B there shall be substituted the following COLUMN B of entries specified opposite to and in respect of the respective categories of teachers specified in COLUMN A of paragraph 12 (as indicated below)

"COLUMN B	(COLUMN A)
£	
183	(12(i))
417	(12(ii))
318	(12(iii))
498	(12(iv))
204	(12(v))
318	(12(vi))
498	(12(vii))
204	(12(viii))
228	(12(ix))
228	(12(x))
255	(12(xi))
333	(12(xii)) "

(*c*) In Part IV after paragraph 19 there shall be added a new paragraph 19A as follows:—

"19A. Where a teacher is employed wholly or mainly in teaching courses specially designed for teaching handicapped students and holds a special qualification as defined in paragraph 12(4) his basic salary specified in Appendix I Part A paragraph 2 shall be increased by £318."

(*d*) In Part VI

(i) in paragraph 23(2) for the words "the sums which are respectively specified in each of the columns headed (*a*), (*b*) and (*c*) of the basic salary scales specified in Appendix I shall be increased" there shall be substituted the words "the sum specified in the basic salary scales specified in Appendix I shall be increased."

(ii) for the provisions respectively made under sub-paragraphs (2)(*a*) and (2)(*b*) of paragraph 23 there shall be substituted the following provisions respectively:—

"(*a*) where the remote school, or as the case may be, remote further education centre, is one from which the recognised customary route to the centre of population recognised as that normally used by persons living at or near the school or the centre as the case may be, conforms to one only of the descriptions specified in paragraph 4(1) and (2) of Appendix X, by £228; and

(*b*) where the recognised customary route conforms to any one of the descriptions specified in paragraph 4(1) and to either of the descriptions specified in paragraph 4(2) of Appendix X, by £417."

(iii) for sub-paragraph (2) of paragraph 24 shall be substituted the following sub-paragraph—

"(2) Where a teacher is employed in a school or further education centre on a distant island the basic salary scale

specified in Appendix I shall be increased by £420; and that in addition to any increase to that sum requiring to be made in accordance with paragraph 23."

(*e*) In Part VIII in line 5 of paragraph 35 for the word "Committee" there shall be substituted the word "Body".

(*f*) In Appendix I Part A (Basic Salary Scales)

(i) in paragraph 1 sub-paragraph (1) Scale 1 (Secondary and Special) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"BASIC SALARY
£
5,307
5,433 (a)(i)(ii)
5,646 (a)(iii)
5,883
6,129
6,363
6,612
6,891
7,278
7,662
8,082
8,472"

(ii) in paragraph 1 sub-paragraph (2) Scale 2 (Primary) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"BASIC SALARY
£
5,175
5,340 (a)
5,529
5,736
5,946
6,159
6,378
6,594
6,822
7,056
7,296
7,662
8,031"

(iii) in paragraph 2 (Further Education) sub-paragraph (1) (Lecturer B) for columns headed "Scale Point", and (*a*), (*b*) and (*c*) there shall be substituted the following columns

"Scale Point	BASIC SALARY
	£
1	6,276
2	6,585 (a)(i)
3	6,894 (a)
4	7,203
5	7,512
6	7,821
7	8,130
8	8,439
9	8,748"

(iv) in paragraph 2 sub-paragraph (2) (Lecturer A) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"BASIC SALARY
£
6,894
7,203
7,512
7,821
8,130
8,439
8,748
9,102
9,492
9,903
10,317
10,722
11,127 (a)
11,532
11,949"

(*g*) In Appendix I Part B (other scales and salaries for posts of special responsibility etc.)

(i) in paragraph 1(1) (Senior Lecturer) for columns headed "Scale Point", and (*a*), (*b*) and (*c*) there shall be substituted the following columns

"Scale Point	£
1	7,203
2	7,512
3	7,821
4	8,130
5	8,439
6	8,748
7	9,102
8	9,492
9	9,765 (a)
10	10,038 "

(ii) in paragraph 1 sub-paragraph (2) (Senior Lecturer II) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"£
9,492
9,903
10,317
10,722
11,127"

(iii) in paragraph 1 sub-paragraph (3) (Senior Lecturer III) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"£
11,112
11,526
11,943
12,357"

(iv) in paragraph 1 sub-paragraph (4) (Senior Lecturer A) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"£
11,112
11,526
11,943
12,357
12,774
13,185
13,605
14,019"

(v) in paragraph 1 sub-paragraph (5) (Heads of Department) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"£
10,089
10,551
11,010
11,463
11,925
12,378
12,840
13,296
13,755
14,217
14,676
15,129
15,591
16,047
16,506
16,965
17,223"

(vi) in paragraph 1 sub-paragraph (6) (Depute Principals and Principals) for columns (*a*), (*b*) and (*c*) there shall be substituted the following column

"Depute Principal
£
10,320-11,184
11,343-12,207
12,453-13,323
13,575-14,448
14,673-15,534
15,654-16,524
16,560-17,430
17,514-18,387
18,408-19,269
19,293-20,160
20,184-21,045
21,066-21,939

Principal
£
12,168-13,212
13,395-14,430
14,736-15,771
16,086-17,124
17,385-18,420
18,573-19,608
19,647-20,682
20,796-21,831
21,858-22,896
22,917-23,961
23,982-25,023
25,047-26,082"

(*h*) In Appendix I Part C (Salary Scales etc. for Educational Psychologists)—

(i) for paragraph 1 (Educational Psychologists) there shall be substituted the following

"1. Educational Psychologists

Scale Point	£
1	9,090
2	9,498
3	9,906
4	10,311
5	10,719
6	11,127
7	11,535
8	11,940
9	12,348
10	12,756"

(ii) for paragraph 2(1) (Senior Educational Psychologists) there shall be substituted the following paragraph

"2.(1) Senior Educational Psychologists

Scale Point	£
1	12,756
2	13,032
3	13,311
4	13,587"

(iii) for paragraph 2(2) there shall be substituted the following paragraph

"2.(2) Depute Principal Psychologists

Population Range Age 0-19	Scale £
up to 30,000	Fixed Point 13,611
30,001- 50,000	Fixed Point 13,899
50,001- 70,000	13,611-13,899-14,187
70,001-100,000	13,899-14,187-14,475
100,001-140,000	14,187-14,475-14,763
140,001-200,000	14,475-14,763-15,051
Over 200,000	14,763-15,051-15,339"

(iv) for paragraph 2(3) there shall be substituted the following paragraph

"2.(3) Principal Psychologists

Population Range Age 0-19	Salary Scale £
up to 10,000	Fixed Point 13,611
10,001- 30,000	13,899-14,187-14,475
30,001- 50,000	14,187-14,475-14,763
50,001- 70,000	14,475-14,763-15,051
70,001-100,000	14,763-15,051-15,339
100,001-140,000	15,051-15,339-15,627
140,001-200,000	15,339-15,627-15,915
Over 200,000	15,627-15,915-16,203"

(*i*) In Appendix II Part A (method of placing on Basic Salary Scales) for paragraph 4 there shall be substituted the following paragraph.

"4. The method to be adopted to determine the correct point on scale of a teacher in any salary year shall be as follows:—

(i) there shall be calculated the service which may be counted in accordance with the provisions of Appendix III and which had accrued up to and including 31 July 1974;

(ii) the service so calculated shall be adjusted to take account of any odd days which in total are at least 30 but are less than a complete year, in accordance with Part B of this Appendix; the total so determined shall be known as "early years";

(iii) the total of early years shall be modified by reference to and in accordance with the appropriate table contained in Part A of Appendix IV; the total so determined shall be known as "modified early years";

(iv) there shall be determined the number of years which may be added in recognition of the teacher's qualifications, in accordance with the provisions of Part B or Part C of Appendix IV; the total so determined shall be known as the "qualifications adjustment";

(v) there shall be calculated the service which may be counted in accordance with the provisions of Appendix III and which has accrued between 1 August 1974 and 31 July immediately preceding the salary year for which the point on salary scale is being determined;

(vi) the service calculated under sub-paragraph (v) above shall be adjusted to take account of odd days, in accordance with Part B of this Appendix;

(vii) the number of modified early years, the qualifications adjustment and the service calculated under sub-paragraph (v) as adjusted under sub-paragraph (vi) shall be added together and the total so determined shall be the teacher's incremental credit in the salary year concerned;

(viii) subject to the provisions of sub-paragraph (ix) below and of paragraph 2(2) of Part C of this Appendix the point on the appropriate basic scale contained in Part A of Appendix I to which a teacher is entitled shall be the next higher point to the incremental credit so determined subject to the maximum or any appropriate bar point on the scale not being exceeded;

(ix) notwithstanding the provisions of sub-paragraph (viii) above a teacher with credited service prior to 1 April 1979 shall be entitled

(*aa*) in the case of basic Scale 1, to the point which is one point lower than the point on that scale 1 which would be determined in respect of that teacher under sub-paragraph (viii) above;

(*bb*) in the case of basic Scale 2, to the point which is three points lower than the point on that Scale 2 which would be determined in respect of that teacher under sub-paragraph (viii) above;

(*cc*) in the case of Lecturer (B) Scale, to the point which is four points lower than the point on that Lecturer (B) Scale which would be determined in respect of that teacher under sub-paragraph (viii) above;

(x) notwithstanding the provisions of sub-paragraph (viii) above a teacher who is paid on salary Scale 2 with no credited service prior to 1 April 1979, but having credited service prior to 1 January 1980, shall be entitled to the point on that scale which is one point lower than the point on Scale 2 as determined under sub-paragraph (viii) above;

(xi) notwithstanding the provisions of sub-paragraphs (viii) and (ix) above a lecturer B with no credited service prior to 1 April 1979, but having credited service prior to 1 April 1981, shall be entitled to the point on the Lecturer (B) Scale which is two points lower than the point on the scale as determined under sub-paragraph (viii) above;

(xii) the point on any basic scale to which a teacher with credited service prior to 1 April 1981 shall be entitled shall be not lower than the point on that scale to which a teacher with the same or similar qualifications with no such credited service is entitled."

(*j*) In Appendix VI Part A (Responsibility allowances for teachers etc.)

(i) In each of sub-paragraphs (*a*), (*b*), (*c*) and (*d*) of the entry in column (2) opposite serial number 23 in column (1), the words "not less special responsibility than is imposed by the secondary course on" shall be deleted.

(ii) For the entry in column 3 opposite serial number 14 in column 1 the following entry shall be substituted:

"50 per cent of the sum payable under the provisions of serial number 13(*a*) or serial number 13(*b*) whichever is applicable, or £474 whichever is the greater."

(iii) For the entry in column 3 opposite serial number 19 in column 1 the following entry shall be substituted:

"£696"

(iv) For the entry in column 3 opposite serial number 20 in column 1 the following entry shall be substituted:

"£474"

(v) For the entry in column 3 opposite serial number 22 in column 1 the following entry shall be substituted:

"Where such employment is whole-time employment £162 in respect of each such teacher supervised, and where it is part-time employment that sum which bears the same relation to £162 as the part-time employment bears to whole-time employment, provided that the amount of the increase shall not exceed £438."

(vi) For the respective entries in column 3 opposite serial number 23(*a*), (*b*), (*c*) and (*d*) in column 1 the following entries shall be substituted:

"(*a*) £363
(*b*) £114
(*c*) £552
(*d*) £192"

(vii) For the entry in column 3 opposite serial number 24 in column 1 the following entry shall be substituted:

"£3,294 plus £17·10 in respect of each thousand of the number of pupils in full-time education for whom the Organiser, Supervisor or Adviser is responsible, to a maximum of 100,000 pupils and £8·55 in respect of each thousand pupils in excess of 100,000. For the purpose of the calculation the said number of pupils shall with effect from 1st April in each year be taken to be the average number of pupils in attendance during the preceding year ending 31st December."

(*k*) In Appendix VI Part B, (Scales referred to in column (3) of Part A) for Column (4) there shall be substituted the following column "(4) Payment of Allowance"—

(i) opposite serial number 28 in column (1) and Scale A(P) in column (2)—

"£
(*a*) 1,143
(*b*) 1,449
(*c*) 2,115
(*d*) 2,736
(*e*) 3,234
(*f*) 3,900
(*g*) 4,614
(*h*) 5,388
(*i*) 6,345"

(ii) opposite serial number 28 in column (1) and Scale A(S) in column (2)—

"£
(*a*) 1,020
(*b*) 1,320
(*c*) 1,917
(*d*) 2,520
(*e*) 2,961
(*f*) 3,423
(*g*) 4,350
(*h*) 4,890
(*i*) 5,448"

(iii) opposite serial number 29 in column (1)

	"£
(*a*)	423
(*b*)	630
(*c*)	810
(*d*)	915
(*e*)	1,011
(*f*)	1,209
(*g*)	1,290
(*h*)	1,398
(*i*)	1,650
(*j*)	1,923
(*k*)	2,190"

(iv) opposite serial number 30 in column (1)

	"£
(*a*)	543
(*b*)	699
(*c*)	1,128
(*d*)	1,287
(*e*)	1,494
(*f*)	1,686
(*g*)	1,878
(*h*)	2,076
(*i*)	2,286"

(v) opposite serial number 31 in column (1)

	"£
(*a*)	1,254
(*b*)	1,665
(*c*)	2,103
(*d*)	2,583
(*e*)	2,973
(*f*)	3,441
(*g*)	3,762"

(vi) opposite serial number 32 in column (1)

	"£
(*a*)	567
(*b*)	735
(*c*)	960
(*d*)	1,227
(*e*)	1,425
(*f*)	1,551
(*g*)	1,674
(*h*)	1,791"

(vii) opposite serial number 33 in column (1)

	"£
(*a*)	372
(*b*)	510
(*c*)	654
(*d*)	831
(*e*)	987
(*f*)	1,122
(*g*)	1,260
(*h*)	1,398
(*i*)	1,524"

(viii) opposite serial number 34 in column (1)

	"£
(*a*)	366
(*b*)	624
(*c*)	855
(*d*)	1,116
(*e*)	1,410
(*f*)	1,761"

(*l*) In Appendix VIII Part A (method of determining index figures) in

sub-paragraph (1)(*a*) of paragraph 11 (Conservation) for the figure "33" there shall be substituted the figure "30".

(*m*) In Appendix VIII Part C in the paragraph of grouping of colleges for the purposes of calculating the salaries of Principals and Deputy Principals in respect of group 12 within that grouping, for the words "over 8,000" there shall be substituted the words "8,001-10,000 and above".

(*n*) In Appendix XI for paragraph 3 there shall be substituted the following paragraph:

"Where a teacher-minister who has not been appointed to one of the posts of special responsibility described in Part A of Appendix VI is in charge of religious instruction in a secondary school, including the guidance and direction of other teachers engaged in giving religious instruction in respect of his employment, the basic salary scale specified in Appendix 1 Part A paragraph 1(1) and (2) shall be increased by £474 where the school roll is 1,000 pupils or less and by £696 where the school roll is 1,001 or more".

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

Ian M. Wilson,
Under Secretary.

Scottish Education Department,
43 Jeffrey Street,
Edinburgh.
3rd July 1981.

EXPLANATORY NOTE

(This Note is not part of the Order)

This Order brings into operation amendments to the scales and other provisions contained in the Scottish Teachers Salaries Memorandum 1980 published on 20th November 1980 by HMSO relating to the remuneration of registered teachers employed whole time by education authorities in schools and of teachers employed whole time by education authorities in further education.

The amendments implement new recommendations to the Secretary of State by the Scottish Teachers Salaries Committee since the publication of that Memorandum.

The Order has been given retrospective effect by virtue of the power in Section 97(2) of the Education (Scotland) Act 1980.

Article 4 of the order introduces new salary scales and responsibility allowances with effect from 1st January 1981 for educational psychologist grades.

Article 5 of the order introduces new salary scales, responsibility allowances and additions to salary with effect from 1st April 1981 for all grades of teachers and educational psychologists to whom the Memorandum applies.

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