STATUTORY INSTRUMENTS

1961 No. 1178 (S. 71)

EDUCATION, SCOTLAND

The Teachers' Salaries (Scotland) (Amendment No. 1) Provisional Regulations, 1961

Made - - - -	23*rd June*, 1961
Laid before Parliament	30*th June*, 1961
Coming into Operation	1*st July*, 1961

Whereas in accordance with section 79 of the Education (Scotland) Act, 1946(a), as amended by section 13 of, and Part I of the First Schedule to, the Education (Scotland) Act, 1956(b), I have intimated to the National Joint Council to deal with Salaries of Teachers in Scotland, a Council constituted and approved in accordance with the provisions of the said section, my intention to make Regulations under the said section, and have had regard to the recommendations made by the said Council;

Now Therefore, in the exercise of the powers conferred upon me by the said section 79 as amended, and of all other powers enabling me in that behalf, I hereby make the following Regulations: and I certify under section 59 of the said Act of 1946 as amended by section 5 of, and Part I of the Schedule to, the Education (Scotland) Act, 1949(c), that on account of urgency the said Regulations ought to come into immediate operation, and I accordingly make them as Provisional Regulations.

Citation, construction and period of operation

1.—(1) These Regulations may be cited as the Teachers' Salaries (Scotland) (Amendment No. 1) Provisional Regulations, 1961.

(2) These Regulations, and the Teachers' Salaries (Scotland) Regulations, 1959(d) (hereinafter referred to as "the Principal Regulations"), shall be construed as one and may be cited together as the Teachers' Salaries (Scotland) Regulations, 1959 and 1961.

(3) These Regulations shall come into operation on 1st July, 1961, and shall remain in force until and including 31st March, 1963.

Amendment of Regulation 7—Periods of experience of value to teachers

2. Paragraph (1) of Regulation 7 of the Principal Regulations (which relates to periods of experience of value to teachers) shall be amended as follows:—

(1) In sub-paragraph (ii) after the words "of this Regulation," there shall be inserted the words "who was in teaching service before 1st July, 1961,"; and

(2) After sub-paragraph (ii) the following sub-paragraph shall be inserted:—

"(iii) in the case of a teacher described in head (*b*) of this Regulation, who first entered teaching service on or after 1st July, 1961,

(a) 9 & 10 Geo. 6. c. 72. (b) 4 & 5 Eliz. 2. c. 75. (c) 12, 13 & 14 Geo. 6. c. 19.
(d) S.I. 1959/2150 (1959 I, p. 1115).

to such an extent not exceeding five years as the education authority may decide, or exceeding five years with the approval of the Secretary of State.".

Amendment of Regulation 9—Limitations on reckoning of service

3. In paragraph (2) of Regulation 9 of the Principal Regulations (which relates to the limitations on reckoning of service) after the words "Part III of these Regulations applies," there shall be inserted the words "who was in teaching service before 1st July, 1961,", and after the words "or, in the case of a teacher," there shall be inserted the words "to the calculation of whose salary Part III of these Regulations applies, who first entered teaching service on or after 1st July, 1961, exceed seven years, or, in the case of a teacher", and after the words "Part IV of these Regulations applies," there shall be inserted the words "who was in teaching service before 1st July, 1961," and after the words "twelve years" there shall be inserted the words ", or, in the case of a teacher (not being a principal or depute principal) to the calculation of whose salary Part IV of these Regulations applies, who first entered teaching service on or after 1st July, 1961, exceed eight years".

Amendment of Regulation 16—Assessment of basic element of salary

4. In paragraph (2) of Regulation 16 of the Principal Regulations (which relates to assessment of basic element of salary) the words "for men or the basic scale for women appropriate to the relevant salary year, as the case may be," shall be omitted.

Amendment of Regulation 17—Increase of basic scales in particular cases

5. Regulation 17 of the Principal Regulations (which provides for an increase in the basic scales in certain cases) shall be amended as follows:—

(1) In sub-paragraph (*a*) of paragraph (1) the words "or Scale XI" shall be omitted;

(2) In sub-paragraph (*b*) of paragraph (1) the words "or the said Scale XI" shall be omitted;

(3) In sub-paragraph (*c*) of paragraph (1) the words "or Scale IX or Scale X" shall be omitted;

(4) In paragraph (1), "£90" shall be substituted for "£80";

(5) In sub-paragraph (*a*) of paragraph (3), "£135" shall be substituted for "£125";

(6) In sub-paragraph (*b*) of paragraph (3), "£80" shall be substituted for "£75";

(7) In paragraph (4), "£30" shall be substituted for "£25";

(8) In sub-paragraph (*a*) of paragraph (5), "£80" shall be substituted for "£75";

(9) In sub-paragraph (*b*) of paragraph (5), "£30" shall be substituted for "£25";

(10) In paragraph (6), "£45" shall be substituted for "£40"; and

(11) In paragraph (7), "£45" shall be substituted for "£40", and "£80" shall be substituted for "£75".

Amendment of Regulation 25—Salaries of principals and depute principals

6. Regulation 25 of the Principal Regulations (which relates to the salaries of principals and depute principals) shall be amended as follows:—

(1) In paragraph (2), "(4)" shall be substituted for "(6)";

(2) In sub-paragraph (*a*) of paragraph (2), the words "where the teacher is a man or in column (3) applicable to the relevant salary year where the teacher is a woman", shall be omitted;

(3) In sub-paragraph (*b*) of paragraph (2), "(3)" shall be substituted for "(4)", and the words from "where the teacher is a man" to the end of the sub-paragraph shall be omitted;

(4) In paragraph (6), "£250" shall be substituted for "£240";

(5) In paragraph (7), "£65" shall be substituted for "£60"; and

(6) In paragraph (9), "£75" shall be substituted for "£60", wherever occurring.

Amendment of Regulation 26—Salaries of heads of departments, senior assistant teachers and assistant teachers

7. Regulation 26 of the Principal Regulations (which relates to the salaries of heads of departments, senior assistant teachers and assistant teachers) shall be amended as follows:—

(1) In paragraph (2) the words from "where the teacher is a man" to the end of the paragraph shall be omitted;

(2) In paragraph (4), for the words "fourteenth" and "fifteenth" there shall be substituted respectively the words "tenth" and "eleventh", wherever occurring; and

(3) In paragraph (5), for the words from "£60" to the end of the paragraph there shall be substituted the figure "£65".

Amendment of First Schedule—Basic element of salaries of teachers employed in schools

8.—(1) Part I of the First Schedule to the Principal Regulations (which relates to the basic element of salaries of teachers employed in schools) shall be amended as follows:—

(*a*) "Scale I" shall be substituted for "Scales I and IX";

(*b*) In paragraph 1 the words ", where the teacher is a man, and to the Scale IX appropriate to the relevant salary year, where the teacher is a woman, and" shall be omitted;

(*c*) "Scale II" shall be substituted for "Scales II and X";

(*d*) In paragraph 2 the words ", where the teacher is a man, and to the Scale X appropriate to the relevant salary year, where the teacher is a woman, and" shall be omitted;

(*e*) "Scale III" shall be substituted for "Scales III and XI";

(*f*) In sub-paragraph (1) of paragraph 3 the words ", where the teacher is a man, and to the Scale XI appropriate to the relevant salary year, where the teacher is a woman, and" shall be omitted;

(*g*) In sub-head (iv) of head (*c*) of sub-paragraph (1) of paragraph 3 the words "or Scale IX or Scale X" shall be omitted;

(*h*) " Scale IV " shall be substituted for " Scales IV and XII " ;

(*i*) In paragraph 4 the words " , where the teacher is a man, and to the Scale XII appropriate to the relevant salary year, where the teacher is a woman, and " shall be omitted ;

(*j*) " Scale V " shall be substituted for " Scales V and XIII " ;

(*k*) In paragraph 5 the words " , where the teacher is a man, and to the Scale XIII appropriate to the relevant salary year, where the teacher is a woman, and " shall be omitted ;

(*l*) " Scale VI " shall be substituted for " Scales VI and XIV " ;

(*m*) In paragraph 6 the words " , where the teacher is a man, and to the Scale XIV appropriate to the relevant salary year, where the teacher is a woman, and " shall be omitted ;

(*n*) " Scale VII " shall be substituted for " Scales VII and XV " ;

(*o*) In paragraph 7 the words " , where the teacher is a man, and to the Scale XV appropriate to the relevant salary year, where the teacher is a woman, and " shall be omitted ;

(*p*) " Scale VIII " shall be substituted for " Scales VIII and XVI " ; and

(*q*) In paragraph 8 the words " , where the teacher is a man, and to the Scale XVI appropriate to the relevant salary year, where the teacher is a woman, and " shall be omitted ;

(2) For Part II of the First Schedule to the Principal Regulations (which relates to the basic scales of teachers employed in schools) there shall be substituted the First Schedule to these Regulations.

Amendment of Second Schedule—Responsibility element of salaries of teachers employed in posts of special responsibility in schools

9.—(1) Part I of the Second Schedule to the Principal Regulations (which relates to the responsibility element of teachers employed in posts of special responsibility in schools) shall be amended as follows :—

(*a*) Serial Number 3: In column (2) for the words " extending over not less than five years " there shall be substituted the words " leading to presentation for the Scottish Certificate of Education and extending over not less than four years " ;

(*b*) Serial Number 19: In column (3) " £65 " shall be substituted for " £60 " ;

(*c*) Serial Number 20: In column (3) " £100 " shall be substituted for " £90 " ;

(*d*) Serial Number 25: In column (3) " £90 " shall be substituted for " £80 " ;

(*e*) Serial Number 27: In column (3) " £30 " shall be substituted for " £25 " wherever occurring, and " £70 " shall be substituted for " £65 " ;

(*f*) Serial Number 28: In column (3) " £95 " shall be substituted for " £90 " ;

(*g*) Serial Number 29: In column (3) "£35" shall be substituted for "£30";

(*h*) Serial Number 30: In Column (3) "£150" shall be substituted for "£140";

(*i*) Serial Number 31: In column (3) "£50" shall be substituted for "£45";

(*j*) Serial Number 32: In column (3) "£510", "£1: 6: 8d." and "£280" shall be substituted for "£450", "£1: 5s." and "£225" respectively;

(*k*) Serial Number 33: In column (3) "£510", "£1: 6: 8d." and "£280" shall be substituted for "£450", "£1: 5s." and "£225" respectively;

(*l*) Serial Number 34: In column (3) "£200" shall be substituted for "£180";

(*m*) Serial Number 35: In column (3) "£65" shall be substituted for "£60";

(*n*) Serial Number 36: In column (3) "£130" shall be substituted for "£120"; and

(*o*) Serial Number 37: In column (3) "£55" shall be substituted for "£50".

(2) For Part II of the Second Schedule to the Principal Regulations (which relates to the scales referred to in Part I of the Schedule) there shall be substituted the Second Schedule to these Regulations.

Substitution for Sixth Schedule—Salary scales for principals and depute principals in further education centres

10.—(1) For Part I of the Sixth Schedule to the Principal Regulations (which relates to the application of the scales for principals and depute principals in further education centres) there shall be substituted Part I of the Third Schedule to these Regulations.

(2) For Part II of the Sixth Schedule to the Principal Regulations (which relates to the scales for principals and depute principals in further education centres) there shall be substituted Part II of the Third Schedule to these Regulations.

Substitution for Seventh Schedule—Salary scales for heads of departments, senior assistant teachers and assistant teachers employed in further education centres

11.—(1) For Part I of the Seventh Schedule to the Principal Regulations (which relates to the application of the salary scales to heads of departments, senior assistant teachers and assistant teachers employed in further education centres) there shall be substituted Part I of the Fourth Schedule to these Regulations.

(2) For Part II of the Seventh Schedule to the Principal Regulations (which relates to the scales for heads of departments, senior assistant teachers and assistant teachers) there shall be substituted Part II of the Fourth Schedule to these Regulations.

Substitution for Eighth Schedule—Additions to salary scales of heads of departments and senior assistant teachers in respect of special responsibility in further education centres.

12. For the Eighth Schedule to the Principal Regulations (which relates to the additions to salary scales of heads of departments and senior assistant teachers in respect of special responsibility in further education centres) there shall be substituted the Fifth Schedule to these Regulations.

John S. Maclay,
One of Her Majesty's
Principal Secretaries of State.

St. Andrews House,
Edinburgh, 1.
23rd June, 1961.

Regulation 8

FIRST SCHEDULE

Basic Scales

Service Year	Scale I	II	III	IV	V	VI	VII	VIII
	£	£	£	£	£	£	£	£
1st ...	840	810	680	615	625	560	550	530
2nd ...	895	855	710	640	645	580	570	545
3rd ...	950	900	740	665	665	600	590	560
4th ...	1,010	950	770	690	685	620	610	575
5th ...	1,100	1,000	800	715	705	640	630	590
6th ...	1,190	1,080	860	775	755	690	670	625
7th ...	1,280	1,160	920	835	805	740	710	660
8th ..	1,360	1,240	970	895	855	790	730	695
9th ...	1,440	1,310	1,020	940	885	825	750	715
10th ...	1,520	1,380	1,070	985	920	860	775	735
11th ...	1,600	1,450	1,125	1,030	955	900	800	755
12th ...	1,600	1,525	1,180	1,080	990	940	825	775
13th ...	1,600	1,600	1,240	1,130	1,030	980	850	795
14th ...	1,600	1,600	1,240	1,180	1,070	1,025	875	815
15th and subsequent years ...	1,600	1,600	1,240	1,240	1,110*	1,070*	900	835

* A teacher described in sub-paragraph (1) of paragraph 5 of Part I of this Schedule or in sub-paragraph (1) of paragraph 6 of the said Part 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 purposes of this Schedule is approved as equivalent thereto, shall be entitled to further increments in the 16th, 17th and 18th service years as follows—

Service Year	Scales V	VI
	£	£
16th ...	1,150	1,125
17th ...	1,190	1,175
18th ...	1,240	1,240

SECOND SCHEDULE

Regulation 9

SCALES REFERRED TO IN COLUMN (3) OF PART I OF THIS SCHEDULE

Serial Number (1)	Scale (2)	Average number of pupils in attendance as calculated in accordance with Regulation 18 (6) of these Regulations (3)	Amount of Increase (4)
			£
38 ...	XVII ...	In the whole school:—	
		50 or less (*a*)	150
		51— 100 (*b*)	200
		101— 180 (*c*)	290
		181— 450 (*d*)	400
		451— 650 (*e*)	525
		651— 850 (*f*)	650
		851—1,000 (*g*)	725
		1,001 or more (*h*)	800
39 ...	XVIII ...	In secondary classes:—	
		100 or less (*a*)	105
		101— 200 (*b*)	150
		201— 450 (*c*)	190
		451— 650 (*d*)	240
		651— 850 (*e*)	295
		851—1,000 (*f*)	315
		1,001 or more (*g*)	340
40 ...	XIX ...	In the 4th and later years of the secondary course leading to presentation for the Scottish Certificate of Education:—	
		30 or less (*a*)	105
		31— 60 (*b*)	150
		61—100 (*c*)	190
		101—150 (*d*)	240
		151—200 (*e*)	295
		201—300 (*f*)	345
		301—400 (*g*)	400
		401 or more (*h*)	445
41 ...	XX ...	In the whole school:—	
		10 or less (*a*)	120
		11— 30 (*b*)	190
		31— 60 (*c*)	250
		61—100 (*d*)	325
		101 or more (*e*)	400
42 ...	XXI ...	In the whole school:—	
		20 or less (*a*)	120
		21— 60 (*b*)	190
		61—100 (*c*)	250
		101—160 (*d*)	325
		161 or more (*e*)	400
43 ...	XXII ...	In the whole school:—	
		20 or less (*a*)	120
		21— 60 (*b*)	190
		61—100 (*c*)	250
		101—160 (*d*)	325
		161—250 (*e*)	400
		251—300 (*f*)	460
		301—350 (*g*)	525
		351 or more (*h*)	575

Serial Number (1)	Scale (2)	Average number of pupils in attendance as calculated in accordance with Regulation 18 (6) of these Regulations (3)	Amount of Increase (4)
			£
44 ...	XXIII ...	In secondary classes:—	
		450 or less (*a*)	85
		451— 600 (*b*)	125
		601— 800 (*c*)	175
		801—1,000 (*d*)	200
		1,001 or more (*e*)	235
45 ...	XXIV ...	In 4th and later years of the secondary course leading to presentation for the Scottish Certificate of Education:—	
		50 or less (*a*)	80
		51—100 (*b*)	105
		101—200 (*c*)	130
		201—300 (*d*)	170
		301—400 (*e*)	195
		401 or more (*f*)	215
46 ...	XXV ...	In a group of special classes:—	
		20 or less (*a*)	60
		21— 60 (*b*)	100
		61—100 (*c*)	140
		101—160 (*d*)	180
		161—250 (*e*)	225
		251 or more (*f*)	275

Regulation 10

THIRD SCHEDULE

PART I

APPLICATION OF THE SCALES IN PART II TO THE SALARIES OF PRINCIPALS AND DEPUTE PRINCIPALS

Serial Number (1)	Scale in Part II		Range of Index Figures (4)
	Principals (2)	Depute Principals (3)	
51	XXVI ...	XXVIII	Over 300,000
52	XXVII ...	XXIX	270,001 to 300,000
53	XXX ...	XXXIV or XXXV	240,001 to 270,000
54	XXXI ...	XXXV or XXXVI	210,001 to 240,000
55	XXXII ...	XXXV or XXXVI	180,001 to 210,000
56	XXXIII ...	XXXVI or XXXVII	150,001 to 180,000
57	XXXIV ...	XXXVI or XXXVII	120,001 to 150,000
58	XXXV ...	XXXVII or XXXVIII	90,001 to 120,000
59	XXXVI ...	XXXVII or XXXVIII	60,001 to 90,000
60	XXXVII ...	XXXVIII or XXXIX	30,001 to 60,000
61	XXXVIII ...	XXXIX	30,000 or under

PART II

SCALES FOR PRINCIPALS AND DEPUTE PRINCIPALS

Year of Service in Post	Scales													
	XXVI	XXVII	XXVIII	XXIX	XXX	XXXI	XXXII	XXXIII	XXXIV	XXXV	XXXVI	XXXVII	XXXVIII	XXXIX
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
1st	3,160	3,080	2,540	2,470	2,700	2,550	2,400	2,250	2,100	1,950	1,800	1,650	1,500	1,350
2nd					2,775	2,625	2,475	2,325	2,175	2,025	1,875	1,725	1,575	1,425
3rd					2,850	2,700	2,550	2,400	2,250	2,100	1,950	1,800	1,650	1,500
4th					2,925	2,775	2,625	2,475	2,325	2,175	2,025	1,875	1,725	1,575
5th and each further year					3,000	2,850	2,700	2,550	2,400	2,250	2,100	1,950	1,800	1,650

Regulation 11

FOURTH SCHEDULE

PART I

APPLICATION OF THE SCALES IN PART II TO THE SALARIES OF HEADS OF DEPARTMENTS, SENIOR ASSISTANT TEACHERS AND ASSISTANT TEACHERS

Serial Number (1)	Scale in Part II (2)	Group of Teacher and Grade of Post occupied (3)
62	LIV ...	Group IA teachers and other teachers occupying Grade I posts.
63	LV ...	Group IB teachers occupying Grade II or Grade III posts.
64	LVI ...	Group II teachers occupying Grade II or Grade III posts and Group III teachers occupying Grade II posts.
65	LVII ...	Group III teachers occupying Grade III posts.

PART II

SCALES FOR HEADS OF DEPARTMENTS, SENIOR ASSISTANT TEACHERS AND ASSISTANT TEACHERS

Service Year	Scales			
	LIV	LV	LVI	LVII
	£	£	£	£
1st	960	910	785	685
2nd	1,015	955	815	715
3rd	1,070	1,000	845	745
4th	1,160	1,050	910	775
5th	1,250	1,100	975	805
6th	1,340	1,190	1,040	860
7th	1,420	1,280	1,090	905
8th	1,500	1,370	1,140	970
9th	1,580	1,445	1,195	1,020
10th	1,665	1,520	1,250	1,070
11th	1,750	1,595	1,305	1,125
12th	1,750	1,670	1,360	1,180
13th	1,750	1,750	1,420	1,235
14th and subsequent years	1,750	1,750	1,420	1,290

FIFTH SCHEDULE

Regulation 12

ADDITIONS TO SALARY SCALES OF HEADS OF DEPARTMENTS AND SENIOR ASSISTANT TEACHERS IN RESPECT OF SPECIAL RESPONSIBILITY IN FURTHER EDUCATION CENTRES

Serial Number	Amount of Addition				Range of Index Figures
	Head of Department		Senior Assistant Teacher		
(1)	Not less than (2)	Not more than (3)	Not less than (4)	Not more than (5)	(6)
	£	£	£	£	
66 ...	390	520	325	450	Over 240,000
67 ...	355	490	280	425	210,001 to 240,000
68 ...	320	460	250	395	180,001 to 210,000
69 ...	250	395	175	320	120,001 to 180,000
70 ...	175	280	75	200	60,001 to 120,000
71 ...	75	175	40	120	60,000 or under

EXPLANATORY NOTE

(This Note is not part of the Regulations, but is intended to indicate their general purport.)

These Regulations raise the basic salary scales of teachers employed by education authorities and reduce the length of the scales by varying degrees. Responsibility payments to teachers in the employment of education authorities are also raised.

The amendment to Serial No. 3 of Part I of the Second Schedule to the Teachers' Salaries (Scotland) Regulations, 1959, takes account of the change in the structure of secondary school education following on the institution of the Ordinary Grade of the Scottish Certificate of Education.