TEACHERS

1955 No. 458 (S. 48)

The Teachers' Salaries (Scotland) (Amendment No. 1) Regulations, 1955

Made - - - -	23*rd March*, 1955
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In the exercise of the powers conferred upon me by section 79 of the Education (Scotland) Act, 1946(a), and of all other powers enabling me in that behalf, I hereby make the following Regulations :—

PART I

INTRODUCTION

Citation, construction and commencement

1.—(1) These Regulations may be cited as the Teachers' Salaries (Scotland) (Amendment No. 1) Regulations, 1955.

(2) These Regulations and the Teachers' Salaries (Scotland) Regulations, 1954(b) (hereinafter referred to as "the Principal Regulations"), shall be construed as one and may be cited together as the Teachers' Salaries (Scotland) Regulations, 1954 and 1955.

(3) These Regulations shall come into operation on 1st April, 1955.

Revocation

2. Subject to the provisions of subsection (2) of section 38 of the Interpretation Act, 1889(c), Part III of the Principal Regulations is hereby revoked.

PART II

AMENDMENTS OF THE PRINCIPAL REGULATIONS

Amendment of Regulation 2

3.—(1) The following sub-paragraph shall be inserted after sub-paragraph (*l*) of paragraph (1) of Regulation 2 of the Principal Regulations (which contains definitions) :—

"(*ll*) "Regulations of 1955" means the Teachers' Salaries (Scotland) (Amendment No. 1) Regulations, 1955."

(2) The following sub-paragraph shall be substituted for sub-paragraph (*v*):—

"(*v*) "Whole-time employment" in relation to the employment of teachers (except the employment of teachers by education authorities after 31st March, 1955, in connection with further education) means employment for one day or for a longer period ; and, in relation to such employ-

(a) 9 & 10 Geo. 6. c. 72. (b) S.I. 1954/403 (1954 I, p. 765). (c) 52 & 53 Vict. c. 63.

ment (with the said exception), employment for one day means employment for such period or periods of the day as is, or was at the time of the employment, generally accepted by those engaged in the employment whether as employers, employees or self-employed persons as amounting to a full day's work; and a teacher on the temporary staff so employed (except as aforesaid) may, at the discretion of the education authority, be deemed for the purposes of these Regulations to be in whole-time employment on mid-term or other special holidays and half holidays granted to the pupils attending the school in which he is employed or to pupils otherwise under his charge: and, in relation to the employment of teachers by education authorities after 31st March, 1955, in connection with further education, "whole-time employment" means employment for one week or for a longer period; and in relation to such employment, employment for one week means employment for ten teacher-meetings or more within the meaning of sub-paragraph (*i*) of paragraph (2) of Regulation 9 of the Regulations of 1955; and a teacher on the temporary staff so employed may, at the discretion of the education authority, be deemed for the purposes of Part III of the Regulations of 1955 (other than those of Regulation 13 and other than those of the Fifth Schedule to the said Regulations) to be employed for a teacher-meeting notwithstanding that the said meeting may not have been held owing to holidays occurring in term-time: and the expression "employed whole-time" shall be construed accordingly."

Amendment of Regulation 5

4. The following paragraphs shall be substituted for paragraphs (3) and (4) of Regulation 5 of the Principal Regulations (which relates to the modification of the Principal Regulations in special cases):—

"(3) Subject to the provisions of paragraph (3B) of this Regulation, where a teacher remains in a post or, for reasons other than inefficiency or indiscipline, is transferred at the desire of the education authority to another post, then, if the application of this Part of these Regulations either would result in a reduction in the basic element of the salary of the teacher or in the responsibility element of his salary being reduced or being calculated by reference to a lower grade of any scale set forth in Part II of the Second Schedule annexed hereto, or would, in the opinion of the Secretary of State, be inequitable having regard to any direction in relation to his salary given under the Regulations of 1945 to 1951, the Secretary of State may, on the application of the teacher or of the education authority, direct that, for such period as may be specified in the direction, this Part of these Regulations shall apply to the salary of the said teacher with such modifications as the Secretary of State may prescribe.

(3A) Subject to the provisions of paragraph (3B) of this Regulation, where a teacher is transferred at the desire of the education authority for reasons other than inefficiency or indiscipline from a post to which Part III of the Regulations of 1955 applies to a post to which this Part of these Regulations applies, then, if the application of this Part of these Regulations would result in a reduction of the teacher's salary, the Secretary of State may, on the application of the teacher or of the education authority, direct that for such period as may be specified in the direction, Part III of the Regulations of 1955 shall continue to apply to the salary of the said teacher with such modifications as the Secretary of State may prescribe.

(3B) A direction shall not be given under paragraph (3) or paragraph (3A) of this Regulation—

(*a*) where the teacher has been employed temporarily in one or more of the posts to which Regulation 8 of these Regulations applies, in respect of the ending of an increase made in his basic scale under the said Regulation, unless he has received such increases continuously for a period of not less than two years or, within three years, for an aggregate of periods amounting to not less than two years; or

(*b*) where the teacher is transferred from a remote school within the meaning of Regulation 9 of these Regulations or from a remote further education centre within the meaning of the said Regulation as modified by Regulation 17 of the Regulations of 1955 to a school which is not remote, or to a remote school in which the amount of the increase in his salary is reduced, or from a school or a further education centre on a distant island within the meaning of Regulation 10 of these Regulations to a school which is not on such an island,—in respect of the ending or reduction of the increase made under any of the said Regulations; or

(*c*) where the teacher ceases to perform in a school the duties of a post of special responsibility in place of a teacher who is temporarily absent from the post or pending a permanent appointment to the post,—in respect of the loss of a responsibility element payable under paragraph (4) of Regulation 11 of these Regulations; or

(*d*) where the teacher remains in a post to which he was appointed between 1st August, 1939, and 31st March, 1948, both dates inclusive, unless the average by reference to which his responsibility element falls to be calculated under these Regulations is in a lower grade of the relative scale—

(i) than the corresponding average 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

(ii) than the corresponding average used under the Regulations of 1948 or 1951.

(3C) For the purpose of the last foregoing paragraph a teacher shall be deemed to be employed temporarily in a post if the Secretary of State is satisfied that, when his employment in a post began, he was informed or the circumstances clearly implied that he was to occupy the post only until the occurrence of a particular event or until a particular date.

(3D) Where, in the opinion of the education authority, the whole-time employment of a teacher is mainly in the provision of, or in connection with, primary and secondary education or either of them and to a smaller extent in the provision of, or in connection with, further education, the education authority shall report the position to the Secretary of State and, if they consider it necessary to do so, apply to him for a direction as to the modifications to be made upon this Part of these Regulations in its application to the salary of the said teacher in respect of his work in further education, and the Secretary of State, if he considers that a modification should be made, may give such direction as he thinks fit.

(4) Any application to the Secretary of State for a direction under this Regulation shall state the reasons for the application and specify the modification desired. The Secretary of State shall send a copy of any application by a teacher under paragraph (3) of this Regulation to the National Joint Council for consideration by the teachers' representatives on

the Council. The said representatives may, within six weeks, submit their views on the application to the Secretary of State, and he shall have regard to any views so submitted. Before giving a direction under paragraph (3A) or paragraph (3D) of this Regulation the Secretary of State shall consult the National Joint Council."

Amendment of Regulation 6

5.—(1) Paragraph (1) of Regulation 6 of the Principal Regulations (which relates to the assessment of the basic element of salary) shall be amended by the deletion of the words " and to " where they occur for the second time and by the substitution of the words " as augmented by ".

(2) For the proviso to paragraph (1) of the said Regulation the following proviso shall be substituted:—

" Provided that where after the said calculation has been made—

(i) a basic scale falls to be substituted for the scale by reference to which the calculation was made because of the grant of a certificate to the said teacher or because of an improvement in his qualifications, or

(ii) the said teacher becomes entitled to any such increase or to a further or additional increase, or

(iii) the amount of the increase to which he is entitled is reduced or his entitlement to an increase ceases—

the annual rate of the basic element to be included in his salary shall be recalculated in accordance with the foregoing provisions of this paragraph, and where the rate is increased the revised rate shall come into operation with effect from the later of the following dates, that is to say, the date upon which he applied for a reassessment, or the date upon which his certificate was granted or his qualification was improved or he became entitled to an increase or further or additional increase, as the case may be, and, where the rate is reduced, the reduced rate shall come into operation with effect from the date upon which the amount of his increase fell to be reduced or he ceased to be entitled to the increase."

(3) The following sentence shall be inserted at the end of paragraph (5) of the said Regulation:—

" The result of a reassessment under this paragraph shall not be open to challenge on the ground that the education authority have failed to exercise a discretion vested in them by these Regulations or by earlier regulations relating to the salaries of teachers or that the said discretion has not been exercised to the extent desired by the teacher."

Amendment of Regulation 7

6.—(1) The following proviso shall be added to paragraph (2) of Regulation 7 of the Principal Regulations (which relates to the calculation of length of service):—

" Provided that where the employment was by an education authority after 31st March, 1955, in connection with further education, every two teacher-meetings within the meaning of the Regulations of 1955 shall be deemed to be the equivalent of one day of whole-time employment on the temporary staff and shall be taken into account accordingly in the calculation of the length of service of the teacher."

(2) Paragraph (3) of the said Regulation shall be amended by the insertion after the words " he shall be deemed " of the words " for the purpose of the application to his salary of any scale in Part II of the First Schedule annexed hereto ".

(3) Paragraph (4) of the said Regulation shall be amended by the insertion after the words "length of service of a teacher" of the words "for the purpose of the application to his salary of any scale in Part II of the First Schedule annexed hereto".

(4) Paragraph (5) of the said Regulation shall be amended by the insertion after the words "length of his service" of the words "for the purpose of the application to his salary of any scale in Part II of the First Schedule annexed hereto".

(5) Paragraph (6) of the said Regulation shall be amended by the insertion after the words "teacher shall be deemed" of the words "for the purpose of the application to his salary of any scale in Part II of the First Schedule annexed hereto".

Amendment of Regulation 8

7.—(1) Paragraph (2) of Regulation 8 of the Principal Regulations (which relates to the increase of basic scales in special cases) shall be amended by the insertion after the words "United Kingdom" of the words "or other degree of such a university approved as equivalent thereto".

(2) Paragraph (3) of the said Regulation shall be amended by the insertion after the words "Manchester University Certificate for Teachers of the Deaf" of the words "or if, having been employed as a teacher of the deaf before 31st December, 1926, he holds a qualification which is approved for the purpose of this Regulation,".

(3) The following paragraph shall be inserted after paragraph (3) of the said Regulation:—

"(4) Where a teacher is employed whole-time in a hospital in providing, in accordance with an arrangement made by the education authority under section 14 of the Act of 1946 (which enables education authorities to provide education elsewhere than at an educational establishment), education for patients who are unable to attend a suitable school his basic scale shall be increased throughout by £75 if he holds a qualification to teach handicapped children approved under this Regulation for the post, or by £25 if he does not hold such a qualification, and any direction relating to the salary of the said teacher given by the Secretary of State under Regulation 5 of these Regulations shall cease to have effect on 1st April, 1955."

Amendment of Regulation 11

8.—(1) In sub-paragraph (*a*) of paragraph (4) of Regulation 11 of the Principal Regulations (which relates to assessment of responsibility element), for the words "in a different" there shall be substituted the words "elsewhere than in the" and the words from "and the responsibility element" to "the temporary staff" shall be deleted.

(2) In sub-paragraph (*b*) of the said paragraph, the words from "and the responsibility element" to "the temporary staff" shall be deleted.

(3) The following proviso shall be inserted after proviso (ii) to the said paragraph:—

"(iii) where, in a case to which either sub-paragraph (*a*) or sub-paragraph (*b*) applies, a direction given under paragraph (3) or paragraph (3A) of Regulation 5 of these Regulations was in operation in relation to the salary of the absent teacher immediately before he became absent or of the teacher who last held the post immediately before he ceased

to hold the post, the responsibility element to be included in the salary of the teacher employed to perform temporarily the duties of the absent teacher or of the teacher who last held the post shall be at the annual rate at which it would have been if the said direction had not then been in operation ; ".

(4) The following paragraph shall be inserted after the said paragraph (4):—

" (4A) Where a teacher to whom the last foregoing paragraph applies was not already in the employment of the education authority or was in their employment as a member of the temporary staff, his salary shall vest in him as salary vests in a member of the temporary staff. Where the said teacher was already in the employment of the education authority as a member of the permanent staff, a part of his salary equal in amount to the salary of his permanent post shall vest in him as salary vests in a member of the permanent staff and the balance shall vest in him as salary vests in a member of the temporary staff."

PART III

Salaries of Teachers employed in the Provision of Further Education

Interpretation

9.—(1) Regulation 2 and Regulation 3 of Part I of the Principal Regulations (which respectively contain definitions and relate to interpretation) shall apply to this Part of these Regulations as they apply to Part II of the Principal Regulations.

(2) In this Part of these Regulations unless the context otherwise requires—

(*a*) " Assistant teacher " means a teacher who is not a principal, a depute principal, a head of department, or a senior assistant teacher ;

(*b*) " Department " in relation to a further education centre means a part of the said centre in which are grouped the courses of instruction relevant to a particular occupation or group of occupations and which is recognised by the education authority as a department ;

(*c*) " Depute principal " means a teacher who has special responsibilities extending to the whole of the further education centre in which he is employed and who in the absence of the principal of the said centre executes the functions of the principal and who has been appointed depute principal by the education authority ;

(*d*) " Head of department " means a teacher who is directly responsible to the principal or to the depute principal of the further education centre in which he is employed and whose duties include the special responsibility of organising and supervising the work of a department of the said centre and who has been appointed head of department by the education authority ;

(*e*) " Post of special responsibility " means the post of principal, depute principal, head of department or senior assistant teacher ;

(*f*) " Principal " means the teacher who has been appointed by the education authority to be in charge of a further education centre ;

(*g*) " Relevant index figure " means the index figure indicating the volume and level of work of a further education centre calculated in accordance with the provisions of Regulation 13 of these Regulations and of the Fifth Schedule annexed hereto ; and, in relation to a teacher whose

special responsibilities extend to morning, afternoon and evening meetings, means the index figure which includes points in respect of all such meetings; and, in relation to a teacher whose special responsibilities do not extend to evening meetings, means the index figure which does not include points in respect of evening meetings;

(*h*) "Senior assistant teacher" means a teacher who has been appointed senior assistant teacher by the education authority being—

(i) a teacher whose duties include the special responsibility of organising and supervising part of the work of a department; or

(ii) a teacher whose duties include the special responsibility of organising and supervising the work in a subject which is not included in the work of a department; or

(iii) a woman teacher whose duties include special responsibility in relation to the social and personal welfare of the female students attending the further education centre in which she is employed;

(*i*) "Teacher-meeting" means, in the case of an assistant teacher, a period during which he teaches one or more classes or is required by the education authority to be present at the further education centre in which he is employed, and, in the case of a teacher in a post of special responsibility, a period during which he teaches, supervises, organises or otherwise performs the duties of his post, including any period during which a teacher-meeting for which he has responsibility, directly or indirectly, is held by another teacher; and "morning meeting", "afternoon meeting" and "evening meeting" mean respectively a teacher-meeting beginning before noon, a teacher-meeting beginning between noon and 4 p.m. and a teacher-meeting beginning after 4 p.m.:

Provided that—

(i) no teacher shall be credited with holding more than one morning meeting, one afternoon meeting and one evening meeting on any day; and

(ii) where a morning meeting or an afternoon meeting continues beyond noon or 4 p.m., the teacher shall not be credited with holding an afternoon meeting or an evening meeting, as the case may be, in respect of the continuance of the meeting beyond the said hours unless the total length of the meeting is more than four hours.

(3) Nothing in this Part of these Regulations shall be construed as entitling a teacher falling within the definitions of more than one category of teachers to more than the appropriate salary selected by him being a salary prescribed for him in the said Part as a teacher belonging to one of the said categories.

Teachers to whose salaries this Part of the Regulations applies

10.—(1) Subject to the provisions of the next following paragraph, this Part of these Regulations shall apply in the calculation of the salaries of all teachers employed whole-time by an education authority throughout, or at any time during, the period beginning on 1st April, 1955, and terminating on 31st March, 1957, both days inclusive:

Provided that the said teachers are, in the opinion of the education authority, so employed wholly or mainly in the provision of, or in connection with, further education.

(2) Where in the opinion of the education authority the conditions of service of the teachers employed in any further education centre are similar to those of the teachers employed in the secondary schools in their area, they may, after consultation with representatives of the teachers employed in the said centre, submit to the Secretary of State an application for a direction that Part II of the Principal Regulations shall apply with any modifications that are necessary or which they think desirable in the calculation of the salaries of the certificated teachers employed in the said centre and for a direction as to the salaries to be paid to the uncertificated teachers so employed. The said application shall be accompanied by a statement of the reasons upon which it is based and of the views of the teachers concerned. It shall be in the power of the Secretary of State to give directions that Part II of the Principal Regulations shall apply in the calculation of the salaries of the said certificated teachers and to specify the modifications which shall have effect and to give directions as to the salary scales to apply in the calculation of the salaries of the said uncertificated teachers.

Classification of teachers by qualifications

11. The education authority shall classify the teachers to whom this Part of these Regulations applies into three groups according to their qualifications. They shall classify each teacher who holds a qualification described in Part I of the Third Schedule annexed hereto as a teacher in Group I. They shall classify each teacher who holds a qualification described in Part II of the said Schedule but does not hold a qualification described in Part I thereof as a teacher in Group II. They shall classify all other teachers as teachers in Group III. Where after a teacher has been classified into a group he obtains a qualification which entitles him to be classified into a higher group, he may apply to the education authority for reclassification and the education authority shall reclassify him accordingly.

Classification of posts by level of work

12. The education authority shall classify the posts of heads of departments, senior assistant teachers and assistant teachers to whom this Part of these Regulations applies into three grades according to the level of the work to be performed by the occupants of the respective posts. Where, in their opinion,—

(*a*) in the case of a post of assistant teacher, an essential part of the teaching work of the post, or

(*b*) in the case of a post of head of department or senior assistant teacher, an essential part of his teaching work or of other teaching work for the supervision of which he has special responsibility—

is, or is likely to be, in one of the categories described in Part I of the Fourth Schedule annexed hereto, they shall classify the post as a post in Grade I. Where, in their opinion, any such essential part is, or is likely to be, in one of the categories described in Part II of the said Schedule, but no such essential part is, or is likely to be, in one of the categories described in Part I thereof, they shall classify the post as a post in Grade II. All other posts shall be classified as posts in Grade III:

Provided that—

(i) subject to the provisions of proviso (iii) to this Regulation, where the education authority are of opinion that the level of the essential part of the work which determined the classification of a post has altered, or where the classification of a post falls to be determined by the essentiality of a new or of a different part of the work of the post, they shall

intimate to the teacher occupying the post the grade into which they propose to reclassify it, and, if the teacher is dissatisfied with the proposed classification and the education authority refuse to abandon their proposal, the teacher may appeal to the Secretary of State to give a direction as to the grade in which the post shall be classified, and the Secretary of State may give such direction as he thinks fit, and the education authority shall classify the post accordingly ;

(ii) subject to the provisions of proviso (iii) to this Regulation, where the occupant of a post becomes dissatisfied with the classification of the post on the ground either that the essential part of the work which determined the classification of the post is such that the post should be classified in a higher grade than that in which it is classified, or that the classification of the post should be determined by the essentiality of a new or of a different part of the work of the post, he may so represent to the education authority, and, if the education authority refuse to reclassify the post, he may appeal to the Secretary of State to give a direction as to the grade in which the post shall be classified and the Secretary of State may give such direction as he thinks fit, and the education authority shall classify the post accordingly ;

(iii) a post shall not be reclassified until after the expiry of one year from the date with effect from which it was last classified or reclassified ; and

(iv) in deciding whether a particular part of the work of a post is an essential part of that work for the purpose of determining the classification of the post, the education authority or the Secretary of State, as the case may be, shall have regard to whether one or more of the courses provided in the further education centre would be below standard if that part of the work were not included in the work of these courses.

Assessment of volume and level of work in further education centres

13. The education authority shall make an assessment of the volume and level of work of each further education centre under their management in which teachers are employed whole-time and the said assessment shall be expressed by means of an index figure calculated in accordance with the provisions of the Fifth Schedule annexed hereto. The said assessment shall relate to the year beginning on 1st April, 1954, and ending on 31st March, 1955, (hereinafter referred to as " the standard year "):

Provided that where after 1st April, 1954—

(i) a further education centre is or was opened, or

(ii) the whole-time employment of teachers in a centre is or was begun, or

(iii) new courses are or were instituted in a centre or courses are or were transferred to a centre—

the Secretary of State may, on the application of the education authority or of a teacher, prescribe the index figure for the centre and the date with effect from which the index figure so prescribed shall be used in the calculation of the salaries of the occupants of posts of special responsibility in the centre.

Salaries of principals and depute principals

14.—(1) The annual rate of the salary of a principal or of a depute principal (in this Regulation referred to as " the teacher concerned ") in any salary year shall be calculated by reference to the length on the first day of that salary year of his service in the post in relation to which the said

calculation is being made, to the relevant index figure for the centre and to a scale set forth in Part II of the Sixth Schedule annexed hereto, as augmented by any increase to which he is entitled under paragraph (7) or paragraph (8) or paragraph (10) of this Regulation or Regulation 17 of these Regulations.

(2) Where the relevant index figure is within the range of index figures given in column (6) opposite to any serial number of Part I of the Sixth Schedule annexed hereto, the salary of the teacher concerned shall be calculated by reference to the salary scale in Part II of the said Schedule specified opposite to the said serial number in column (2) or column (3), as the case may be, where the teacher concerned is a principal, or to the salary scale or one of the salary scales so specified in column (4) or column (5), as the case may be, where the teacher concerned is a depute principal.

(3) Where under the last foregoing paragraph the salary of a depute principal may be calculated by reference to one or other of two scales, the education authority in selecting the scale to be used shall have regard to the way in which the work of the centre is organised, to the extent to which the depute principal is required to undertake teaching duties or special responsibilities other than those of a depute principal and generally to the whole circumstances of the centre :

Provided that, where the depute principal occupied the post immediately before these Regulations came into operation, the education authority shall obtain his agreement as to which of the alternative scales is to be used in the calculation of his salary, and, failing agreement, they shall refer the question to the Secretary of State, who, before making a decision, shall consult the National Joint Council.

(4) The date, whether before or after the date upon which these Regulations came into operation, which was fixed by the education authority as the date upon which the teacher concerned should assume the duties of his post shall, for the purpose of paragraph (1) of this Regulation, be taken to be the first day of his first service year as principal or as depute principal, as the case may be.

(5) Paragraph (3) of Regulation 6 of the Principal Regulations shall apply to the determination of the rate of the salary of the teacher concerned in any salary year as it applies to the determination of the basic element to be included in the salary of a teacher to whom Part II of the Principal Regulations applies.

(6) Paragraphs (4) and (5) of Regulation 6 of the Principal Regulations (which relate respectively to records of service and to reassessments of length of service) shall apply with the necessary modifications to the teacher concerned.

(7) Where the teacher concerned is classified in Group I or where, in the opinion of the education authority, an essential part of the work of the further education centre in which he is employed is, or is likely to be, in one of the categories described in Part I of the Fourth Schedule annexed hereto, the scale by reference to which his salary is calculated shall be increased throughout by the sum of £150 in the case of a man and by £120 in the case of a woman, but shall not be increased under the next following paragraph.

(8) Where the teacher concerned is classified in Group II or where, in the opinion of the education authority, an essential part of the work of the further education centre in which he is employed is, or is likely to be, in one of the categories described in Part II of the Fourth Schedule annexed hereto, the scale by reference to which his salary is calculated shall be increased throughout by £50 in the case of a man and by £40 in the case of a woman.

(9) Where the teacher concerned is dissatisfied with the opinion of the education authority under paragraph (7) or paragraph (8) of this Regulation, he may appeal to the Secretary of State to give a direction as to the category described in the Fourth Schedule annexed hereto into which an essential part of the work of the centre is to be regarded as being, or as likely to be, and the Secretary of State may give such direction as he thinks fit. If the direction is that an essential part of the work is, or is likely to be, in a category described in Part I or Part II of the said Schedule, the scale by reference to which the salary of the teacher concerned is calculated shall be increased under the said paragraph (7) or the said paragraph (8) as the case may be.

(10) Where a teacher or other person is appointed principal or depute principal and the annual rate of his salary on the day fixed by the education authority as the day upon which he should assume his new duties is less than, or exceeds by less than £50 in the case of a man or by less than £40 in the case of a woman, the annual rate of his salary on the last day of his employment in his previous post, his salary shall be augmented by the smaller of the following increases, that is to say—

(*a*) the amount by which the annual rate of his salary on the last day of his employment in his previous post, increased by £50 in the case of a man or by £40 in the case of a woman, exceeds the annual rate of the salary which would otherwise be payable under this Regulation on the day fixed by the education authority as the day upon which he would assume his new duties, or

(*b*) such sum as will bring the annual rate of his salary excluding the increase prescribed in this paragraph to its maximum.

(11) In the last foregoing paragraph references to annual salary rate mean that rate excluding any increase payable under Regulation 17 of these Regulations or Regulation 9 or Regulation 10 of the Principal Regulations (which relate to increases payable to teachers in remote schools and further education centres and in schools and centres on distant islands).

Salaries of heads of departments, senior assistant teachers and assistant teachers

15.—(1) The annual rate of the salary of a head of department, a senior assistant teacher or an assistant teacher (in this Regulation referred to as " the teacher concerned ") in any salary year shall be calculated by reference to the length of his service on the first day of the salary year, to his group and to the grade of his post, and to a scale set forth in Part II of the Seventh Schedule annexed hereto, as augmented by any increase to which he is entitled under paragraphs (6) and (7) of this Regulation and Regulation 17 of these Regulations :

Provided that the annual rate shall be recalculated in accordance with the foregoing provisions of this paragraph—

(i) where the teacher concerned is reclassified in a higher group, with effect from the date upon which he applied for reclassification or obtained the qualification which entitled him to reclassification, whichever is the later ;

(ii) where the post is reclassified in a higher or a lower grade, with effect from such date as may be fixed by the education authority or, on appeal by the teacher concerned, by the Secretary of State ;

(iii) where the teacher concerned becomes entitled to any such increase or to a further or additional increase, with effect from the date upon which he became entitled to the increase or further or additional increase ; and

(iv) where the amount of the increase to which he is entitled is reduced or his entitlement to an increase ceases, with effect from the date upon which his entitlement was reduced or ceased.

(2) Subject to the provisions of the next following paragraph, where the teacher concerned falls within the description set forth in column (4) opposite to a serial number in Part I of the Seventh Schedule annexed hereto, the salary of the said teacher shall be calculated by reference to the scale in Part II of the said Schedule specified opposite to the said serial number in column (2) where the teacher is a man, and by reference to that so specified in column (3) where the teacher is a woman.

(3) Where the salary of the teacher concerned is calculated by reference to Scale XLV or Scale XLVIII and the teacher does not hold one of the qualifications described in Part III of the Third Schedule annexed hereto, he shall on completing his fourteenth service year notwithstanding that he continues in teaching employment be deemed to remain in his fourteenth service year for the purpose of the calculation of his salary:

Provided that if he subsequently obtains one of the said qualifications his fifteenth service year shall be deemed to begin on the date upon which he obtains the said qualification and his service after the said date shall be taken into account accordingly in the calculation of his salary.

(4) Paragraph (3) of Regulation 6 of the Principal Regulations shall apply to the determination of the rate of the salary of the teacher concerned in any salary year as it applies to the determination of the basic element to be included in the salary of a teacher to whom Part II of the Principal Regulations applies.

(5) Paragraphs (4) and (5) of Regulation 6 of the Principal Regulations (which relate respectively to records of service and to reassessments of length of service) shall apply to the teacher concerned.

(6) Where the teacher concerned is a certificated teacher or has satisfactorily completed a course of teacher-training approved for the purpose of this Regulation the scale by reference to which his salary is calculated shall be increased throughout by the sum of £50 in the case of a man and by the sum of £40 in the case of a woman.

(7) Where the teacher concerned is a head of department or a senior assistant teacher and the relevant index figure is within the range of index figures given opposite to any serial number of the Eighth Schedule annexed hereto, the scale by reference to which his salary is calculated shall be increased throughout, in the case of a head of department, by a sum being a sum not less than that shown opposite to the said serial number in column (2) of the said Schedule and not more than that so shown in column (3) thereof, and, in the case of a senior assistant teacher, by a sum being a sum not less than that so shown in column (4) and not more than that so shown in column (5) thereof:

Provided that where the teacher concerned occupied the post immediately before these Regulations came into operation, the education authority shall obtain his agreement as to the increase to be made under this paragraph, and, failing agreement, they shall refer the question to the Secretary of State who, before making his decision, shall consult the National Joint Council.

Calculation of length of service of heads of departments, senior assistant teachers and assistant teachers

16.—(1) Subject to the provisions of paragraph (3) of the last foregoing Regulation and of paragraph (2) of this Regulation, in the calculation of the length of service of a teacher for the purpose of the application to his

salary of any scale in Part II of the Seventh Schedule annexed hereto, Regulation 7 of the Principal Regulations shall apply as it applies in the calculation for which the said Regulation 7 provides, subject to the following modifications:—

(*a*) In paragraph (4) (which relates to "periods of experience") for the first sentence the following sentence shall be substituted:—

"Subject to the provisions of paragraphs (5) and (8) of this Regulation, in the calculation of the length of service of a teacher for the purpose of the application to his salary of any scale in Part II of the Seventh Schedule to the Regulations of 1955, there shall be taken into account as service, to such extent as the education authority may decide, any periods including holiday periods, (hereinafter referred to as "periods of experience") during which the teacher, after having attained the age of 21 years, was gaining experience which in the opinion of the education authority is or is likely to be of value to him as a teacher, provided that if the education authority propose to take periods of experience into account to the extent of more than seven years they shall obtain the approval of the Secretary of State.";

(*b*) In paragraph (6) (which relates to persons who became certificated teachers after the age of 28 years) the word "certificated" shall be omitted wherever it occurs; and

(*c*) In paragraph (8) (which limits to ten years the aggregate of certain periods of employment which may be taken into account) for the words "ten years" there shall be substituted the words "twelve years".

(2) Where a teacher to whose salary these Regulations or the Principal Regulations apply, or earlier Regulations relating to the salaries of teachers employed by education authorities applied, becomes employed as a head of department, senior assistant teacher or assistant teacher, whether at the desire of the education authority or on his own application, his service on first becoming so employed shall be taken to be of the same length as his service at the termination of his last employment:

Provided that if, having regard to the modifications made by paragraph (1) of this Regulation upon Regulation 7 of the Principal Regulations, the education authority are, or the teacher is, of opinion that the period or the aggregate of the periods, other than periods of teaching employment, which have been taken into account as service under sub-paragraphs (*m*), (*n*) or (*o*) of paragraph (1) or paragraphs (3), (4) and (6) of the said Regulation 7, or any of the said paragraphs, should be increased, the education authority shall, with all convenient speed, re-assess the length of the said period or of the aggregate of the said periods, and if, as a result of the re-assessment, the length of the said period or of the aggregate of the said periods is increased, the said period or the said aggregate, as re-assessed, shall be taken into account accordingly.

Increase of salary scales of teachers in remote centres and distant islands

17. Regulations 9 and 10 of the Principal Regulations (which respectively provide for the increase of the basic scales of teachers in remote schools and of teachers in distant islands) shall apply to the salary scales of teachers to whom this Part of these Regulations applies with the substitution (except in sub-paragraph (*a*) of paragraph (4) of Regulation 9) of references to further education centres for references to schools and of references to the salary scales prescribed in this Part of these Regulations for references to basic scales, and with any other necessary modification.

Modification of the Regulations in special cases

18.—(1) Where the education authority are or a teacher is of the opinion that, because of special conditions affecting a further education centre or affecting a post of special responsibility in such a centre, the salary of the holder of the said post of special responsibility as assessed under the relevant provisions of these Regulations would be too large or too small and that the said provisions should be modified in their application to any occupant of that post, they or he may after consultation with the teacher or the education authority, as the case may be, apply to the Secretary of State for a direction for the modification of the Regulations. The said application shall be accompanied by a statement of the reasons upon which it is based and of the views of the teacher and of the education authority. It shall be in the power of the Secretary of State, if he agrees that a direction should be given, to direct that, for such period as may be specified in the direction, these Regulations shall apply to the salary of any occupant of the said post with such modifications as the Secretary of State may prescribe.

(2) Subject to the provisions of the next following paragraph, where a teacher—

(*a*) remains in a post in a further education centre, or

(*b*) is transferred at the desire of the education authority from a post in a school or a further education centre to a post in a further education centre for reasons other than inefficiency or indiscipline—

then, if the application of this Part of these Regulations to his salary would result in a reduction of his salary, the Secretary of State may, on the application of the teacher or of the education authority, direct that, for such period as may be specified in the direction, these Regulations shall apply to the salary of the said teacher with such modifications as the Secretary of State may prescribe.

(3) A direction shall not be given under the last foregoing paragraph—

(*a*) where the teacher is transferred from a remote school within the meaning of Regulation 9 of the Principal Regulations or from a remote further education centre within the meaning of the said Regulation as modified by the last foregoing Regulation to a further education centre which is not remote, or to a remote further education centre in which the amount of the increase in his salary is reduced, or from a school or a further education centre on a distant island within the meaning of Regulation 10 of the Principal Regulations to a further education centre which is not on such an island,—in respect of the ending or reduction of the increase in his salary made under any of the said Regulations, or

(*b*) where the teacher ceases to perform in a further education centre the duties of a post of special responsibility in place of a teacher who is temporarily absent from the post or pending a permanent appointment to the post,—in respect of the ending of the payment of the salary appropriate to the said post under Regulation 19 of these Regulations.

(4) Where, in the opinion of the education authority, a teacher is employed mainly in the provision of, or in connection with, further education and to a smaller extent in the provision of, or in connection with, primary and secondary education, or either of them, the education authority shall report the position to the Secretary of State and, if they consider it necessary to do so, apply to him for a direction as to the modifications to be made upon this Part of these Regulations in their application to the salary of the said teacher

in respect of his work in primary and secondary education or either of them, and the Secretary of State, if he considers that a modification should be made, may give such direction as he thinks fit.

(5) Any application to the Secretary of State for a direction under this Regulation shall state the reason for the application and specify the modification desired. Before giving a direction under paragraph (1) or paragraph (4) of this Regulation the Secretary of State shall consult the National Joint Council. Before giving a direction under paragraph (2) he shall send copies of the application to the National Joint Council for consideration by the teachers' representatives on the Council. The said representatives may, within six weeks, submit their views on the application to the Secretary of State, and he shall have regard to any views so submitted.

Teachers employed temporarily in posts of special responsibility

19.—(1) Where a teacher is employed to perform in a further education centre the duties of a post of special responsibility in place of a teacher who is temporarily absent from the post or pending a permanent appointment to the post, then

(*a*) if the teacher was not already in the employment of the education authority, or was employed by the authority elsewhere than in the further education centre, the authority shall pay him a salary assessed in accordance with the foregoing provisions of these Regulations; and

(*b*) if the teacher was employed by the education authority in the further education centre, he shall not be entitled to the said salary until he has been employed in the post of special responsibility for twenty days, whether consecutive or not, during each of which a teacher-meeting was held in relation to which the teacher had special responsibility; and on completion of the said twenty days the said salary in respect of his employment in the said post for the said twenty days shall vest in him, and thereafter it shall vest in him in respect of each day in which he is employed in the said post; and

(*c*) no salary other than that provided for in this Regulation shall be payable by the education authority to the teacher in respect of the period for which he is employed in the said post of special responsibility:

Provided that—

(i) where, in a case to which sub-paragraph (*b*) applies, a period of six months has elapsed since the teacher was last employed in the said post, he shall again have to be employed in the said post for twenty such days before he becomes entitled to the said salary; and

(ii) where, in a case to which either sub-paragraph (*a*) or sub-paragraph (*b*) applies, a direction given under paragraph (2) of the last foregoing Regulation was in operation in relation to the salary of the absent teacher immediately before he became absent or of the teacher who last held the post immediately before he ceased to hold the post, the salary of the teacher employed to perform temporarily the duties of the absent teacher or of the teacher who last held the post shall be at the annual rate at which it would have been if the said direction had not then been in operation.

(2) Where a teacher to whom the last foregoing paragraph applies was not already in the employment of the education authority or was in their employment as a member of the temporary staff, his salary shall vest in him as salary vests in a member of the temporary staff. Where the said teacher was

already in the employment of the education authority as a member of the permanent staff, a part of his salary equal in amount to the salary of his permanent post shall vest in him as salary vests in a member of the permanent staff and the balance shall vest in him as salary vests in a member of the temporary staff.

Transitional provision

20.—(1) In relation to teachers who on or after 1st April, 1955, continue to occupy the posts which they respectively occupied immediately before the said date, including teachers (in this Regulation referred to as " transferred teachers ") who were transferred at the desire of the education authority for reasons other than inefficiency or indiscipline before the said date from other posts in further education centres (in this Regulation referred to as " former posts ") the education authority shall adopt the procedure set forth in the following paragraphs of this Regulation in deciding the status of each teacher in accordance with the definitions set forth in paragraph (2) of Regulation 9 of these Regulations, in making the classifications prescribed in Regulation 11 and Regulation 12, in assessing the length of his service for the purposes of Regulation 14 or Regulation 15 and in deciding the category into which an essential part of the work of a further education centre is to be classified under paragraph (7) or paragraph (8) of Regulation 14.

(2) The education authority shall intimate to each teacher a provisional decision as to his status under the definitions set forth in paragraph (2) of Regulation 9 of these Regulations; as to the group in which they propose to classify him under Regulation 11; as to whether he is a member of the permanent or of the temporary staff; as to the name of the post which he occupies and as to whether he occupies it on a permanent or a temporary basis, and also, in the case of a transferred teacher, as to the name of his former post and as to whether he occupied it on a permanent or a temporary basis; and as to the length of his service for the purposes of Regulation 14 or Regulation 15, as the case may be.

(3) Where the education authority have provisionally decided that the post occupied by the teacher is a post of principal or depute principal, they shall intimate to him a provisional decision as to whether an essential part of the work of the further education centre in which he is employed is, or is likely to be, in a category described in Part I or Part II of the Fourth Schedule annexed hereto, and if so in which category. In the case of a transferred teacher, where the education authority have provisionally decided that his former post was, when he occupied it, a post of principal or depute principal, they shall also intimate to him a provisional decision as to whether an essential part of the work of the further education centre of which his former post was a part was at the time he was transferred, or was then likely to be, in a category described in Part I or Part II of the Fourth Schedule annexed hereto, and if so in which category.

(4) Where the education authority have provisionally decided that the post occupied by the teacher is a post of head of department, senior assistant teacher or assistant teacher, they shall intimate to him a provisional decision as to the grade in which they propose to classify the post. In the case of a transferred teacher, where the education authority have provisionally decided that his former post was, when he occupied it, a post of head of department, senior assistant teacher or assistant teacher, they shall also intimate to him a provisional decision as to the grade in which his former post would have been classified at the time when he was transferred.

(5) The teacher may lodge an objection to the provisional decision by a letter to the education authority giving the reasons for the objection. If no such objection is received by the authority within fourteen days from the date of the intimation, the provisional decision to which the intimation related shall be deemed to be a final decision.

(6) Where a letter of objection to a provisional decision is lodged within the said fourteen days, the education authority shall consider the objection and make a final decision. They shall forthwith intimate the decision to the teacher. If the teacher does not acquiesce in the decision he may within fourteen days from the date of the intimation apply to the Secretary of State to give a direction relating to the subject matter of the objection and the Secretary of State may give such direction as he thinks fit.

(7) As soon as possible after the procedure prescribed in the foregoing paragraphs of this Regulation has been completed, the education authority shall intimate to the teacher the annual rate of his salary during the salary year beginning on 1st April, 1955, as calculated in accordance with these Regulations. Where the teacher is a transferred teacher they shall also intimate to him the annual rate of the salary to which he would have been entitled in accordance with the provisions of these Regulations if he had continued to occupy his former post and the duties of the post had not altered since he was transferred. Within one month from the date of the intimation the teacher may give notice to the education authority that he elects to continue to be paid in accordance with the conditions under which he was paid immediately before these Regulations came into operation, and the education authority shall continue to pay him in accordance with the said conditions; or, if he is a transferred teacher, the teacher may alternatively within one month apply to the Secretary of State for a direction that these Regulations shall apply to his salary with modifications, and the Secretary of State shall have the same powers in relation to the said application as are conferred upon him by paragraph (2) of Regulation 18 of these Regulations in relation to applications under that paragraph. Any teacher who has given such notice or applied for a direction may at any time intimate to the education authority that he no longer desires the notice or the direction to remain in force, and the education authority shall begin to pay him in accordance with the foregoing Regulations with effect from the first day of the month next following the expiry of a period of four weeks from the date of the said intimation.

Application of general and administrative provisions of Part II of the Principal Regulations

21. Regulations 12 to 19, both inclusive, of the Principal Regulations (which contain general and administrative provisions) shall apply in relation to the salaries of teachers to whom this Part of these Regulations applies as they apply to the salaries of teachers to whom Part II of the Principal Regulations applies, subject to the following and to any other necessary modifications, that is to say, in Regulation 13 (which relates to vesting and payment of salary) for "two-hundredth" there shall be substituted "two-hundred-and-twentieth".

James Stuart,

One of Her Majesty's Principal Secretaries of State.

St. Andrew's House,
Edinburgh, 1.
23*rd March*, 1955.

THIRD SCHEDULE (*Regulations* 11 *and* 15)

Classification of Teachers by Qualifications

PART I

Qualifications entitling teachers to be classified in Group I

1. Degree of a Scottish University with first or second class honours.
2. Associateship of the Royal Technical College, Glasgow, obtained before 1951.
3. Associateship of the Royal Technical College, Glasgow, with first or second class honours, obtained in 1951 or later.
4. Associateship of the Glasgow and West of Scotland Commercial College, with first or second class honours.
5. Any qualification accepted by the Secretary of State for the purpose of certification under Chapter V of the Training Regulations.
6. Any other qualification or combination of qualifications approved by the Secretary of State.

PART II

Qualifications entitling teachers to be classified in Group II

1. Degree of a University in the United Kingdom not entitling the teacher to be classified in Group I.
2. Associateship of the Royal Technical College, Glasgow, obtained in 1951 or later without honours.
3. Associateship of the Heriot-Watt College, Edinburgh.
4. Diploma of a Scottish Central Institution in engineering, science, mining or building.
5. Higher National Diploma.
6. Associateship of the Royal College of Science, London.
7. Associate Membership of the Institution of Civil Engineers, the Institution of Mechanical Engineers or the Institution of Electrical Engineers, provided that the Associate Member has passed the Associate Membership Examination, or an examination accepted by the Institution as giving exemption from the Associate Membership Examination.
8. Associate Membership by examination of the Institution of Chemical Engineers.
9. Associate Membership of the Institution of Structural Engineers, provided that the Associate Member has passed the Associate Membership Examination after 1st April, 1935, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination.
10. Associate Membership by examination of the Institution of Production Engineers, provided that the Associate Member has (*a*) passed the Associate Membership Examination after 1st May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination, (*b*) obtained a pass on the higher grade in the Scottish Leaving Certificate Examination in mathematics or an equivalent qualification and (*c*) obtained a pass on the lower grade in the Scottish Leaving Certificate Examination in science (including either chemistry or physics) or an equivalent qualification.

11. Associate Membership by examination of the British Institution of Radio Engineers, provided that the Associate Member has passed Parts III and IV of the graduateship examination after 1st May, 1951.

12. Associateship of the Institution of Metallurgists obtained by examination held after 1st August, 1949.

13. Associateship of the Institute of Physics or of the Royal Institute of Chemistry, provided that the Associate has passed the Associateship Examination or an examination accepted by the Institute as giving exemption from the Associateship Examination.

14. Pharmaceutical Chemist qualification by examination of the Pharmaceutical Society of Great Britain.

15. Professional Associateship of the Royal Institution of Chartered Surveyors (formerly Professional Associate of the Surveyors Institution).

16. Associateship of the Institute of Builders, provided that the Associate has passed the Final Examination or an examination accepted by the Institute as giving exemption from the Final Examination.

17. Associateship of the Royal School of Mines.

18. Associate Membership by examination of the Institution of Mining Engineers.

19. First-Class Colliery Manager's Certificate together with the Diploma of a Mining College recognised by the Ministry of Fuel and Power.

20. Associateship of the Textile Institute, provided that the Associate has passed the examination in general textile technology.

21. Extra-Master's Certificate of Competency of the Ministry of Transport by examination passed after 1st March, 1931.

22. Extra First-Class Engineer's Certificate of Competency of the Ministry of Transport.

23. Associateship of the Glasgow and West of Scotland Commercial College, without honours.

24. Diploma of the Glasgow and West of Scotland Commercial College.

25. Membership of the Institute of Chartered Accountants of Scotland, Associateship of the Institute of Chartered Accountants in England and Wales, Associateship of the Society of Incorporated Accountants, or Associateship of the Association of Certified and Corporate Accountants, provided that the Member or Associate has passed the Final Examination or an examination accepted by the Institute, Society or Association as giving exemption from the Final Examination.

26. Fellowship of the Faculty of Actuaries in Scotland or Associateship of the Institute of Actuaries, provided that the Fellow or Associate has passed the Final Examination or an examination accepted by the Faculty or Institute as giving exemption from the Final Examination.

27. Diploma in musical education, in dramatic art or in speech and drama of the Royal Scottish Academy of Music.

28. Art Diploma of a Scottish Central Institution.

29. Domestic Science Diploma (Group III) of a Scottish Central Institution.

30. Certificate of registration as a Sister Tutor granted by the General Nursing Council for Scotland.

31. Any other qualification or combination of qualifications approved by the Secretary of State.

PART III

Qualifications entitling teachers to the full benefits of Scales XLV and XLVIII

1. Diploma in Educational Handwork awarded by a Provincial Committee for the Training of Teachers.
2. Higher National Certificate.
3. Full Technological Certificate of the City and Guilds of London Institute.
4. Higher Certificate in Gas Engineering.
5. Higher Scottish Certificate in Plumbing.
6. Graduate or Licentiate Membership of a professional institution, provided that the Associate Membership or Associateship of the institution is included in Part II of this Schedule.
7. Master's (foreign-going) Certificate of Competency of the Ministry of Transport.
8. First-Class Engineer's Certificate of Competency of the Ministry of Transport.
9. Senior Certificate of the Royal Technical College, Glasgow, in engineering or building construction.
10. First-Class Colliery Manager's Certificate of the Ministry of Fuel and Power.
11. Fellowship of the Scottish Association of Opticians.
12. Scottish Diploma in Agriculture.
13. Scottish Diploma in Horticulture.
14. Scottish Diploma in Dairying.
15. Scottish Diploma in Poultry-keeping.
16. Associateship of the Chartered Institute of Secretaries.
17. Associateship of the Institute of Bankers in Scotland.
18. Associateship of the Chartered Insurance Institute.
19. Associateship of the Corporation of Secretaries.
20. Domestic Science Diploma (Groups I or II) of a Scottish Central Institution.
21. National Institutional and Catering Management Certificate of the Institutional Management Association.
22. Recognition as a Registered General Nurse.
23. Diploma in Physical Education awarded by a Provincial Committee for the Training of Teachers.
24. A qualification under the Training Regulations.
25. Any other qualification or combination of qualifications approved by the Secretary of State.

FOURTH SCHEDULE (*Regulation* 12)

Classification of Posts by Level of Work

PART I

Categories of work required for classification of posts in Grade I

1. Teaching in an advanced course leading to a Higher National Certificate awarded by or in conjunction with the Scottish Education Department.

2. Teaching in the second or third year of an advanced course leading to a Higher National Diploma awarded by or in conjunction with the Scottish Education Department.

3. Teaching on the highest level required for the full technological examination of the City and Guilds of London Institute in one of the subjects named below, as set out in the Regulations and Syllabuses of the Institute—

Subject No.	*Subject*
14	Metallurgy.
30	Woollen and worsted manufactures.
32	Cotton spinning.
34	Cotton weaving
35	Flax spinning.
36	Linen weaving.
38	Jute spinning.
39	Jute weaving.
40	Manufacture of hosiery and knitted goods.
45	The dyeing of textiles.
50	Telecommunications engineering.
52	Electrical engineering practice.
60	Mechanical engineering design.
73	The science and technology of refrigeration.
89	Builders' quantities.
91	Structural engineering.
114	Mine surveying.
204	Typography.

4. Teaching in a course leading to the Extra-Master's, Master's, Extra First-Class Engineer's or First-Class Engineer's Certificate of Competency awarded by the Ministry of Transport.

5. Other work which is considered by the education authority to be of equivalent standard.

PART II

Categories of work required for classification of posts in Grade II

1. Teaching in the second or a higher year of a senior course leading to an Ordinary National Certificate awarded by or in conjunction with the Scottish Education Department.

2. Teaching in a senior or advanced course leading to a National Diploma awarded by or in conjunction with the Scottish Education Department.

3. Teaching in one of the main subjects of a course of the City and Guilds of London Institute above the intermediate level or in the final stage of any ancillary subject the whole or part of which is an essential part of the final examination of such a course.

4. Teaching in a course leading to the Mate's or Second-Class Engineer's Certificate of Competency awarded by the Ministry of Transport.

5. Teaching in a senior course leading to a Senior Commercial or Secretarial Certificate awarded by the National Committee (Scotland) for Commercial Certificates.

6. Teaching, in the professional subjects of a pre-nursing course, on the level required for Part I of the Preliminary Examination of the General Nursing Council for Scotland.

7. Other work which is considered by the education authority to be of equivalent standard.

FIFTH SCHEDULE (*Regulation* 13)

Assessment of Volume and Level of Work of a Further Education Centre

1. The education authority shall ascertain from their records or, if such records are incomplete or are not available, shall estimate, the number of teacher-meetings held during the standard year by each teacher employed, whether permanently or temporarily and whether whole-time or part-time for the whole or for any part of the year in the further education centre.

2. A teacher-meeting held by a teacher who falls within a description given in column (2) opposite to any serial number of the following table shall be valued at the number of points shown opposite to that serial number in column (3) of the said table:

Provided that the number of points to be counted in respect of a teacher-meeting held by a teacher who does not fall within any of the descriptions in the said table shall be decided by the education authority.

TABLE

Serial Number (1)	Description of Teacher (2)	Number of points (3)
57	A teacher who would have been a principal, depute principal, head of department or senior assistant teacher within the meaning of these Regulations if these Regulations had been in operation during the standard year.	10
58	An assistant teacher whose salary would have been calculated by reference to Scale XLIII or to Scale XLVI if these Regulations had been in operation during the standard year.	10
59	An assistant teacher whose salary would have been calculated by reference to Scale XLIV or to Scale XLVII if these Regulations had been in operation during the standard year.	8
60	An assistant teacher whose salary would have been calculated by reference to Scale XLV or to Scale XLVIII if these Regulations had been in operation during the standard year.	7

3. The number of teacher-meetings as ascertained or estimated to have been held by each teacher under paragraph 1 of this Schedule shall be multiplied by the number of points appropriate to that teacher as shown in the last foregoing paragraph ; the points attributed to all teachers employed during the standard year shall be added together ; and the resulting total shall be the index figure of the volume and level of work of the centre in the calculation of the salaries of teachers holding posts of special responsibility:

Provided that where in any further education centre the responsibilities of a teacher in a post of special responsibility extend only to morning and afternoon meetings a separate index figure shall be calculated from which points in respect of evening meetings shall be excluded.

SIXTH SCHEDULE (*Regulation* 14)

Salary Scales for Principals and Depute Principals

PART I

Application of the Scales in Part II to the Salaries of Principals and Depute Principals

Serial Number	Scale in Part II				Range of Index Figures
	Principals		Depute Principals		
(1)	Men (2)	Women (3)	Men (4)	Women (5)	(6)
61	XXIII	XXXIII	XXVII or XXVIII	XXXVII or XXXVIII	Over 240,000.
62	XXIV	XXXIV	XXVIII or XXIX	XXXVIII or XXXIX	210,001 to 240,000.
63	XXV	XXXV	XXVIII or XXIX	XXXVIII or XXXIX	180,001 to 210,000.
64	XXVI	XXXVI	XXIX or XXX	XXXIX or XL	150,001 to 180,000.
65	XXVII	XXXVII	XXIX or XXX	XXXIX or XL	120,001 to 150,000.
66	XXVIII	XXXVIII	XXX or XXXI	XL or XLI	90,001 to 120,000.
67	XXIX	XXXIX	XXX or XXXI	XL or XLI	60,001 to 90,000.
68	XXX	XL	XXXI or XXXII	XLI or XLII	30,001 to 60,000.
69	XXXI	XLI	XXXII	XLII	30,000 or under.

PART II

Scales for Principals and Depute Principals

Service Year	Scales for Men									
	XXIII	XXIV	XXV	XXVI	XXVII	XXVIII	XXIX	XXX	XXXI	XXXII
	£	£	£	£	£	£	£	£	£	£
1st	1,750	1,650	1,550	1,450	1,350	1,250	1,150	1,050	950	850
2nd	1,800	1,700	1,600	1,500	1,400	1,300	1,200	1,100	1,000	900
3rd	1,850	1,750	1,650	1,550	1,450	1,350	1,250	1,150	1,050	950
4th	1,900	1,800	1,700	1,600	1,500	1,400	1,300	1,200	1,100	1,000
5th and each further year	1,950	1,850	1,750	1,650	1,550	1,450	1,350	1,250	1,150	1,050

Service Year	Scales for Women									
	XXXIII	XXXIV	XXXV	XXXVI	XXXVII	XXXVIII	XXXIX	XL	XLI	XLII
	£	£	£	£	£	£	£	£	£	£
1st	1,610	1,510	1,410	1,310	1,210	1,110	1,010	910	810	710
2nd	1,650	1,550	1,450	1,350	1,250	1,150	1,050	950	850	750
3rd	1,690	1,590	1,490	1,390	1,290	1,190	1,090	990	890	790
4th	1,730	1,630	1,530	1,430	1,330	1,230	1,130	1,030	930	830
5th and each further year	1,770	1,670	1,570	1,470	1,370	1,270	1,170	1,070	970	870

SEVENTH SCHEDULE (*Regulation* 15)

Salary Scales for Heads of Departments, Senior Assistant Teachers and Assistant Teachers

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		Group of Teacher and Grade of Post occupied (4)
	Men (2)	Women (3)	
70	XLIII	XLVI	Group I teachers and other teachers occupying Grade I posts.
71	XLIV	XLVII	Group II teachers occupying Grade II or Grade III posts and Group III teachers occupying Grade II posts.
72	XLV	XLVIII	Group III teachers occupying Grade III posts.

PART II

Scales for Heads of Departments, Senior Assistant Teachers and Assistant Teachers

Service Year	Men			Women		
	XLIII	XLIV	XLV	XLVI	XLVII	XLVIII
	£	£	£	£	£	£
1st ...	725	600	540	610	515	455
2nd ...	750	618	558	630	530	470
3rd ...	775	636	576	650	545	485
4th ...	800	654	594	670	560	500
5th ...	825	672	612	690	575	515
6th ...	850	690	630	710	590	530
7th ...	875	708	648	730	605	545
8th ...	900	726	666	750	620	560
9th ...	925	744	684	770	635	575
10th ...	950	762	702	790	650	590
11th ...	975	780	720	810	665	605
12th ...	1,000	805	738	830	685	620
13th ...	1,025	830	756	850	705	635
14th ...	1,050	855	775	870	725	650
15th ...	1,075	880	793	890	745	665
16th ...	1,100	905	811	910	765	680
17th ...	1,125	930	829	930	785	695
18th ...	1,150	950	847	950	805	710
19th and each further year.	1,150	950	865	950	805	725

EIGHTH SCHEDULE (*Regulation* 15)

Additions to Salary Scales of Heads of Departments and Senior Assistant Teachers in respect of Special Responsibility

Serial Number	Amount of Addition				Range of Index Figures
	Head of Department		Senior Assistant Teacher		
	Not less than	Not more than	Not less than	Not more than	
(1)	(2)	(3)	(4)	(5)	(6)
	£	£	£	£	
73	200	300	150	250	Over 180,000.
74	150	250	100	200	120,001 to 180,000.
75	100	175	50	125	60,001 to 120,000.
76	50	100	25	75	60,000 or under.

EXPLANATORY NOTE

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

The main purpose of these Regulations is to prescribe the scales of salaries to be paid by education authorities to teachers employed whole-time by them in the provision of further education during the two years beginning on 1st April, 1955.

The teachers are divided into five categories—principals of further education centres, depute principals, heads of departments, senior assistant teachers and assistant teachers.

The salaries of principals and depute principals will depend upon the volume and level of work of the centre, upon the length of their service as principals or depute principals and upon their qualifications of an academic or technical character. For principals the lowest scale is £950 rising to £1,150 for men and £810 rising to £970 for women, and the highest scale is £1,900 rising to £2,100 (the largest salary payable under the Regulations) for men and £1,730 rising to £1,890 for women. For depute principals the lowest scale is £850 rising to £1,050 for men and £710 rising to £870 for women, and the highest scale is £1,500 rising to £1,700 for men and £1,330 rising to £1,490 for women. In each instance the maximum of the scale is reached in the fifth year of service in the post.

The salaries of heads of departments, senior assistant teachers and assistant teachers will depend upon the academic and technical qualifications which they hold or the level of work for which they are responsible, and will be based upon the length of their service as teachers, of their national service between 1939 and 1949, and of their experience in industry or elsewhere, and if they were over 28 years of age when they became teachers, upon their age on becoming teachers. For the most highly qualified men and those responsible for the highest levels of work, the scale is £725 rising to £1,150 in the

eighteenth year. For the least qualified men teachers responsible only for junior work, the scale is £540 rising to £775 in the fourteenth year. For women the scales are lower by approximately one-sixth.

All teachers except principals and depute principals will receive an addition to their salaries if they are certificated teachers or if they have undergone a course of training approved by the Secretary of State. The amount is £50 for men and £40 for women. Heads of departments and senior assistant teachers will also receive an addition according to the volume and level of work in the centre in which they are employed. The addition will range from £50 to £300 for heads of departments and from £25 to £250 for senior assistant teachers.

The Regulations make consequential amendments upon the Teachers' Salaries (Scotland) Regulations, 1954. They also remove minor anomalies which have come to light since the Regulations of 1954 were made.

The schedules to these Regulations form one series with the two schedules to the Regulations of 1954, and are accordingly numbered as the third up to the eighth.

1955 No. 1301 (S. 124)

The Teachers' Salaries (Scotland) (Amendment No. 2) Regulations, 1955

Made - - - -	17*th August*, 1955
Laid before Parliament	23*rd August*, 1955
Coming into Operation	1*st September*, 1955

In the exercise of the powers conferred upon me by section 79 of the Education (Scotland) Act, 1946(**a**), and of all other powers enabling me in that behalf, I hereby make the following Regulations:—

Citation, construction and commencement

1.—(1) These Regulations may be cited as the Teachers' Salaries (Scotland) (Amendment No. 2) Regulations, 1955.

(2) These Regulations, the Teachers' Salaries (Scotland) Regulations, 1954(**b**) (hereinafter referred to as "the Principal Regulations") and the Teachers' Salaries (Scotland) (Amendment No. 1) Regulations, 1955(**c**) shall be construed as one and may be cited together as the Teachers' Salaries (Scotland) Regulations, 1954 and 1955.

(3) These Regulations shall come into operation on 1st September, 1955.

Additional salary scales

2. The scales set forth in the Ninth Schedule to these Regulations shall be inserted in Part II of the First Schedule to the Principal Regulations.

Application of additional basic scales for men

3.—(1) Scales IIIa and IVa set forth in the Ninth Schedule shall apply only to the salaries of men qualified as set forth in Part I of the First Schedule to the Principal Regulations opposite to Serial No. 8, Serial No. 13 or Serial No. 14, as the case may be, whose first employment as teachers

(**a**) 9 & 10 Geo. 6. c. 72. (**b**) S.I. 1954/403 (1954 I, p. 765). (**c**) S.I. 1955/458 (p. 742 above).