EXPLANATORY NOTE

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

Section 69 (4) of the National Insurance Act, 1946, enables Regulations to be made for modifying, in connection with the passing of that Act, any scheme for the provision of pensions. The foregoing Regulations modify the superannuation arrangements for Scottish teachers. All teachers who enter service for the first time on or after 1st July, 1948, (the first day of the month in which the National Insurance Act comes into full operation) will be subject to the modifications. Teachers in service before that date will have the right to elect whether to be subject to the modifications or not. The modifications provide for a reduction of the teacher's contribution payable under the Education (Scotland) Act, 1946, at the rate of £2 8s. a year in respect of men teachers and of £2 19s. a year in respect of women teachers. Similar reductions will be made from the employers' contributions. The annual retiring allowance payable to a man teacher on attaining the age of 65 and to a woman teacher on attaining the age of 60 will be reduced by a sum not exceeding £67 15s. calculated in accordance with the length of service of the teacher after the date when the modifications first applied to him.

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(2) SALARIES

The Teachers' Salaries (Scotland) Regulations, 1948

1948 No. 611 (S. 43)

Made - - - -	*24th March,* 1948
Laid before Parliament	*24th March,* 1948
Coming into Operation	*1st April,* 1948

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:—

Interpretation.

1. In these Regulations, unless the context otherwise requires—

(1) " Approved " means approved by the Secretary of State;

(2) " Basic element " means that part of the salary of a teacher to which Regulation 3 of these Regulations applies or, if the teacher is entitled to no other payments under these Regulations, the whole of his salary;

(3) " Basic scale " means one of the scales set forth in Part I of the First Schedule annexed hereto, showing the rate of the basic element of the salary payable to any teacher in each successive service year;

(4) " Head of Department " includes the teacher in a department in which only one teacher is employed;

(5) " Head teacher " includes the teacher in a single-teacher school;

(6) " National Joint Council " means the National Joint Council to deal with Salaries of Teachers in Scotland constituted by agreement, dated April, 1944, or any subsequent agreement between the education authorities and the teachers employed by them;

(7) " Permanent staff " means staff employed under a contract of service which provides expressly or by implication for the termination of the employment on not less than one month's notice;

(a) 9 & 10 Geo. 6. c. 72.

(8) " Principal teacher " means the principal of two or more teachers of a subject or combination of subjects and any other teacher of a subject or combination of subjects who is appointed to be a principal teacher, and " principal educational psychologist " and " senior technical assistant " shall be similarly interpreted;

(9) " Regular passenger service " means a service available to the public not less than once a week (weather permitting) in accordance with a published time-table;

(10) " Regulations of 1945 " means the Teachers' Salaries (Scotland) Regulations, 1945(a), as amended by the Teachers' Salaries (Scotland) Provisional Regulations, 1947;

(11) " Remote school " means a school which is either—

(*a*) a school on the mainland of Scotland in which the permanent number of teachers employed whole-time does not exceed two, and which is situated more than five miles measured by the shortest available route from the nearest railway station, pier or other place from which a regular passenger service is provided; or

(*b*) a school situated on an island and included in the list prepared by the Secretary of State under Regulation 1(1) (f) (ii) of the Regulations of 1945, as the said list may from time to time be altered after consultation with the National Joint Council;

(12) " Responsibility element " means that part of the salary of a teacher to which Regulation 4 of these Regulations applies;

(13) " Salary " means the aggregate of the emoluments, whether in money or in kind, receivable by a teacher in respect of his whole-time employment by an education authority in a public school or other educational establishment, provided that—

(*a*) (i) any emoluments receivable from an educational endowment, and

(ii) any additional allowance paid to a teacher serving furth of Scotland under an approved scheme of interchange,

shall be excluded from the said aggregate; and

(*b*) where an education authority provide a house for a teacher, the emoluments shall be deemed to include sums equal to the gross annual value of the house as entered in the valuation roll and the amount of the occupier's rates if paid by the education authority;

(14) " Salary year " means the period beginning on the first day of April in one year and ending on the thirty-first day of March in the next following year;

(15) " Service " means—

(*a*) whole-time paid employment as a certificated or other teacher after the age of 18—

(i) in a day school as defined in section 34 of the Education (Scotland) Act, 1908(b), or in a public school or a grant-aided school as defined in section 143 of the Education (Scotland) Act, 1946;

(ii) in a class recognised under the Evening Continuation School Code of the Scotch Education Department, or the Science and Art Directory in so far as related to Evening

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(a) S.R. & O. 1945 (No. 1545) I, p. 359.
(b) 8 Edw. 7. c. 63.

Classes in Scotland, or the Codes of Regulations for Continuation Classes in Scotland of 1915, 1926 or 1936(a), or the Adult Education (Scotland) Regulations, 1934(b) or the Adult Education (Scotland) (Residential Institutions) Regulations, 1938(c);

(iii) in a certified reformatory or industrial school in Scotland or in an approved school within the meaning of the Children and Young Persons (Scotland) Act, 1937(d);

(iv) in a school conducted or aided by an education authority in terms of section 8 or in receipt of or eligible for aid from an education authority in terms of section 9(1) of the Education (Scotland) Act, 1918(e), or section 25(1) of the Education (Scotland) Act, 1946, and inspected on behalf of the Secretary of State and found to be efficient;

(v) in or in connection with a centre or a college recognised by the Secretary of State for the purpose of the training of teachers;

(vi) in or in connection with a central institution as defined in section 34 of the Education (Scotland) Act, 1908, or section 143 of the Education (Scotland) Act, 1946;

(vii) in or in connection with a course of instruction conducted under section 76 of the Unemployment Insurance Act, 1935(f); and

(viii) in a country furth of Scotland under an approved scheme of interchange or of secondment;

(*b*) service recorded under the Teachers' Superannuation Scheme by virtue of the provisions of the Education (Scotland) (War Service Superannuation) Act, 1914(g), or of the Education (Scotland) (War Service Superannuation) Act, 1939(h);

(*c*) service recorded under the Teachers' Superannuation Scheme by virtue of the provisions of any Act of Parliament enabling national service under the National Service Act, 1947(i), to be so recorded;

(*d*) service which by virtue of the provisions of the Teachers Superannuation (War Service) Act, 1939(j), is treated as contributory service for the purposes of the Teachers (Superannuation) Acts, 1918 to 1945;

(*e*) employment in an educational capacity as a member of His Majesty's Forces;

(*f*) employment in England or Wales which is accepted by the Ministry of Education for the purposes of the Teachers (Superannuation) Acts, 1918 to 1945;

(*g*) service in the capacity of a teacher in Northern Ireland in respect of which pensions or gratuities may be granted out of the Teachers' Superannuation Fund established under the Teachers' Superannuation Act (Northern Ireland), 1926(k),

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(a) S.R. & O. 1936 (No. 791) I, p. 911.
(b) S.R. & O. 1934 (No. 1343) I, p. 549.
(c) S.R. & O. 1938 (No. 811) I, p. 1188.
(d) 1 Edw. 8 & 1 Geo. 6. c. 37.
(e) 8 & 9 Geo. 5. c. 48.
(f) 25 & 26 Geo. 5. c. 8.
(g) 4 & 5 Geo. 5. c. 67.
(h) 2 & 3 Geo. 6. c. 96.
(i) 10 & 11 Geo. 6. c. 31.
(j) 2 & 3 Geo. 6. c. 95.
(k) 16 & 17 Geo. 5. c. 16. (N.I.).

or out of the Pension Fund established under the National School Teachers (Ireland) Act, 1879(a);

(*h*) whole-time paid employment in an educational capacity in a university or university college in Scotland, England, Wales or Northern Ireland;

(*i*) whole-time paid employment by an education authority as a director or assistant director of education, or as an educational psychologist, or as an organising or supervising teacher, or as a certificated teacher in an administrative post;

(*j*) part-time employment of a type mentioned in sub-paragraph (*a*) of this paragraph, so, however, that five hours of such employment shall be deemed to be the equivalent of one day of service;

(*k*) employment under an approved scheme of interchange in the capacity of Assistant or Répétiteur in France or in the equivalent capacity in another country furth of Scotland for a period of not more than a year; similar employment of the same teacher for not more than a year in one other country furth of Scotland; provided in each case that the period in question was not an integral part of a degree course;

(*l*) employment approved in terms of paragraph (1) (*h*) (v) of Regulation 1 of the Regulations of 1945; and

(*m*) such other employment in a teaching or other capacity as may be approved, in whole or in part, after consultation with the National Joint Council;

(16) "Service year", in relation to any of the scales prescribed in the Schedules annexed hereto, means a continuous period or a succession of separate periods (excluding the twenty-ninth day of February from the said period or periods) of service extending to three hundred and sixty-five days, the first service year of a teacher beginning with the first day of his service and each subsequent service year beginning with the day of service following that on which the preceding service year was completed;

(17) "Teacher's Special Certificate" does not include the Special Certificate awarded under Chapter VI of the Regulations for the Training of Teachers, 1906-1920;

(18) "Temporary Staff" means staff other than permanent staff; and

(19) "Whole-time employment" means whole-time employment for one day or for a longer period.

Interpretation Act.

2. The Interpretation Act, 1889(b), applies to the interpretation of these Regulations as it applies to the interpretation of an Act of Parliament.

Basic element.

3.—(1) Except as hereinafter provided the basic scale prescribed in column (2) or column (3) of Part II of the First Schedule annexed hereto shall apply in the calculation of the basic element of the salaries for successive service years of men or women teachers, as the case may be, on the permanent staff of an education authority who—

(*a*) hold the qualification set forth in the corresponding entry in column (4) of the said Part, or

(a) 42 & 43 Vict. c. 74.
(b) 52 & 53 Vict. c. 63.

(*b*) have ceased to hold the said qualification under Article 13A of the Teachers' Superannuation Scheme:—

provided that where a teacher comes within the description set forth opposite to more than one of the serial numbers in the said Part, the basic element of his salary for a service year shall be calculated according to the basic scale set forth opposite to one only of the said serial numbers as may be selected by the teacher.

(2) In the calculation of the basic element of the salary of any teacher in respect of any period after the thirty-first day of March, 1948, the basic scale shall apply as it would have applied if these Regulations had been in operation during the whole of his service: provided that—

(*a*) where on or before the said day an education authority have, in accordance with the provisions of the Regulations of 1945, treated as a period of service any period which is not a period of service within the meaning of these Regulations, the said period shall continue to be so treated while the teacher remains in the service of the said education authority;

(*b*) where because of the grant of a certificate to, or of an improvement in the qualification or a change in the employment of, a teacher the basic scale applicable to the calculation of the basic element of his salary changes, service taken into account in the said calculation before such change shall be taken into account in the said calculation after such change;

(*c*) where a teacher is—

(i) a person who, between 25th May, 1939, and the date on which the period of the present emergency, as defined in the Education (Scotland) (War Service Superannuation) Act, 1939, ends, has for a period of not less than one year after the age of 18 served whole-time—

(*a*) in the armed forces of the Crown, or

(*b*) in the merchant navy or mercantile marine, or

(*c*) being a woman, in any of the Services specified in the First Schedule to the Reinstatement in Civil Employment Act, 1944(**a**), or

(ii) a person who, between 1st September, 1939, and the date on which the period of the present emergency, as defined in the Education (Scotland) (War Service Superannuation) Act, 1939, ends, has for a period of not less than one year after the age of 18 been engaged in other work of national importance approved for the purpose of this Regulation—

he shall be deemed to have been in service for the period during which he so served or was so engaged, exclusive of any period which has already been treated as service;

(*d*) where a teacher attains or attained the age of 28 before he becomes or became a certificated teacher, he shall be deemed to have been in service for one-third of the period between his twenty-eighth birthday and the day upon which he becomes or became a certificated teacher. In the calculation of the length of the said period, any period which has already been treated as service shall be excluded, and in the calculation of the said one-third a fraction of less than one-half of a year in the quotient

(**a**) 7 & 8 Geo. 6. c. 15.

shall be disregarded and a fraction of one-half or more shall be reckoned as a complete year;

(*e*) where a teacher is employed as an organiser or supervisor of a technical subject, he shall be deemed—

(i) to be employed in the post which he occupied immediately before being so employed, or

(ii) to be qualified as set forth in column (4) of Part II of the First Schedule annexed hereto opposite to serial number 5 of the said Part, if in the said post he received at 31st March, 1945, (*a*) a salary equivalent to that payable to the holder of a Teacher's Special Certificate, or (*b*) a salary of not less than £550 in the case of a man or £500 in the case of a woman—

as the teacher may select.

Responsibility element.

4.—(1) Where a teacher is employed on the permanent staff of an education authority in one or more of the posts of special responsibility set forth in column (2) of Part I of the Second Schedule annexed hereto, there shall be paid to him in respect of each such post, in addition to the basic element, a responsibility element, being the sum, or sums in accordance with the scales, prescribed in the corresponding entry in column (3) of the said Part and in Part II of the said Schedule: provided that—

(*a*) if the teacher is employed in more than one of the posts described opposite to serial numbers 1 to 16 and 18 and 19, responsibility element shall be payable in respect of only one of the said posts to be selected by the teacher, and if he is employed in more than one of the posts described opposite to serial numbers 20 to 27, responsibility element shall be payable in respect of only one of the said posts to be selected by the teacher, and if he is employed in a post described opposite to serial number 28 or serial number 29, responsibility element shall be payable in respect of that post only and not in respect of any other;

(*b*) where—

(i) at 31st March, 1948, the basic salary of a teacher was increased by an amount calculated by reference to the highest grade of Scale XI prescribed in the Regulations of 1945, and

(ii) the teacher remains in the post which he held at that date or in another post of the same special responsibility other than a post to which he has been transferred at his own desire or for reasons of inefficiency or indiscipline, and

(iii) the average number of pupils in attendance at the school in which the teacher is employed, as calculated in accordance with paragraph 3 of this Regulation, is 851 or more—

then the responsibility element payable to the said teacher, in so far as it would have been calculated by reference to Scale XI prescribed in these Regulations but for this proviso, shall be the sum whereby his salary would have been increased by reference to Scale XI of the Regulations of 1945;

(*c*) where a teacher is employed in a post of special responsibility described opposite to any of the following serial numbers of Part I of the Second Schedule annexed hereto, that is to say, 1, 2, 3, 7, 9, 10 or 32, and the said teacher immediately before being so employed has occupied a post of the same description, and, save

in the case of serial number 32, of the same or of a higher grade according to Scale XI of Part II of the said Schedule, the period of his employment in his former post shall be taken into account for the purpose of calculating the amount of the responsibility element payable to him;

(*d*) the service remunerated under these Regulations shall be deemed not to include that part of the service of a teacher resident at a school or other educational establishment which is not normally given by teachers not so resident;

(*e*) where a teacher is occupying a post of special responsibility in place of a teacher who is temporarily absent from the post, the education authority shall not by reason only of his temporary occupation of the post be bound to pay to him a responsibility element in respect of the said post until after he has occupied the post for a continuous period of one month and then shall be so bound only in respect of the period after the expiry of the said one month.

(2) Where a teacher is employed part-time as an organiser or supervisor of a technical subject and part-time in another post of special responsibility described in Part I of the Second Schedule annexed hereto, a responsibility element shall be paid to him in respect of each such part-time employment, the amount of the payment in each case bearing the same relation to the responsibility element for whole-time employment in the post as the length of the part-time employment bears to whole-time employment.

(3) For the purpose of column (3) of Part II of the Second Schedule to these Regulations, the expression " pupils in attendance " means pupils shown by the Register of Admission and Withdrawal kept at the school in accordance with the Day Schools (Scotland) Code, 1939(**a**), to have been admitted to, but not to have been withdrawn from, or to have been re-admitted to, and not thereafter to have been withdrawn from, the school, and the average number of pupils in attendance during any period shall be calculated by adding the numbers of pupils on the said register on the last day of each week in which the school was open for the whole or part of the week during the said period and dividing by the number of such weeks in the said period. The expression " school year " means a period of twelve months commencing on the first day of August in any year, and the average number referred to in the heading of the said column shall be taken to be one-third of the sum of the average number of pupils in attendance during the school year beginning in 1946 and twice the average number of pupils in attendance during the first eight months of the school year beginning in 1947. In these calculations a fraction of less than one-half shall be disregarded and a fraction of one-half or more shall be treated as one unit. Where after 1st August, 1946, a school was opened or a change in the organisation of education in the area or a movement of population has substantially affected the number of pupils in attendance, the Secretary of State may on the application of the National Joint Council direct that the said average number shall be calculated by such other method as he considers appropriate.

(**a**) S.R. & O. 1939 (No. 422) I, p. 695.

(4) Where a teacher is employed in a post of special responsibility the duties of which are substantially the same as those of a post named or described in column (2) of Part I of the Second Schedule annexed hereto, the foregoing provisions of this Regulation shall apply as they would have applied if the post had been so named or described, notwithstanding that it may be differently named or described. Any dispute under this paragraph as to whether the duties of a post are substantially the same as those of a post named or described in the said column may be referred to the National Joint Council, whose decision shall be final.

Incremental date and ascertainment of individual salary.

5.—(1) Salary receivable by a teacher on the permanent staff of an education authority in accordance with these Regulations shall accrue to the teacher day by day and shall be paid in such instalments and at such reasonable intervals as the education authority may think fit.

(2) The date upon which the salaries of teachers shall be increased in accordance with any of the scales set forth in these Regulations shall be the first day of the salary year, and the salary rate in the said salary year of an individual teacher shall be determined as follows:—

(*a*) Where the teacher's latest completed service year ended on the thirty-first day of March, his salary rate shall be that appropriate to his current service year.

(*b*) Where the teacher's latest completed service year ended on a day other than the thirty-first day of March, his salary rate shall be that appropriate to his service year current on the first day of the salary year, augmented by a fraction of the increase, if any, prescribed for his next following service year, the numerator of the said fraction being the number of months of the teacher's service between the end of his latest completed service year and the beginning of the salary year, and the denominator being twelve; provided that the word "month" shall be construed as meaning thirty days and that in the calculation of the number of months a remainder of more than fourteen days shall be reckoned as a month and a remainder of less than fifteen days shall be disregarded.

Remote schools and side schools.

6.—(1) Where a teacher is employed in a remote school, the basic scale applicable to his salary shall be increased by the sum of £20 if he is a head teacher, and the sum of £10 if he is an assistant teacher.

(2) Where a head teacher is required to supervise side schools the basic element of his salary shall be increased by the sum of £10 in respect of each side school supervised.

Exceptions.

7.—(1) Where the education authority are of the opinion—

(*a*) that the salary receivable under these Regulations—

(i) by the head teacher of a school shown in a Scheme approved in terms of sections 7 and 65 of the Education (Scotland) Act, 1946, as making provision for secondary education, or

(ii) by a principal teacher in such a school, or

(iii) by the head teacher of or any other teacher in a school for handicapped children, or

(iv) by a teacher employed whole-time in classes conducted under the Code of Regulations for Continuation Classes in Scotland, 1936, or

(v) by a whole-time teacher employed part-time in day continuation classes, or

(vi) by a teacher employed in a post in which he is required to carry out work of an experimental character—

is inadequate, or

(*b*) that a teacher who was employed in a school which suffered war damage would, but for the said damage, have continued to be employed in the said school and would have received a larger salary than that receivable under these Regulations by him in his present post—

the education authority may report the said opinion to the Secretary of State together with the reasons therefor and the salary which they consider adequate, and it shall be in the power of the Secretary of State to direct that as from any date not earlier than the first day of April, 1948, these Regulations shall not apply to the salary of the said teacher or shall apply with such modifications as he may prescribe.

(2) Where a teacher has been appointed by an education authority as a senior assistant educational psychologist, or as an assistant educational psychologist, or as a sole educational psychologist, his salary shall be calculated, not in accordance with Regulations 3 and 4 of these Regulations, but—

(*a*) if he was so appointed on or before the thirty-first day of March, 1948, in accordance with the appropriate scale set forth in either the Third or the Fourth Schedule annexed hereto, as the teacher may elect; or

(*b*) if he was so appointed after the thirty-first day of March, 1948, in accordance with the appropriate scale set forth in the Fourth Schedule annexed hereto.

(3) Where a teacher who was employed by an education authority on the thirty-first day of March, 1948, is transferred to another post at the desire of the education authority, but not for reasons of inefficiency or indiscipline, or where these Regulations apply to a post to which the Regulations of 1945 did not apply and a teacher who was employed in the post on 31st March, 1948, continues to be employed in the post, and

(*a*) the application to his salary of the scales herein prescribed would result in a reduction of his salary, and

(*b*) the teacher makes, or the education authority acting on his behalf make, application to the Secretary of State that these Regulations shall not apply to his salary for a specified period or until a further application is made—

the Secretary of State may direct that, as from any date not earlier than the first day of April, 1948, until the end of a specified period or until a further application is made, these Regulations shall not apply to the salary of the said teacher or shall apply with such modifications as he may prescribe.

(4) A direction given by the Secretary of State in terms of Regulation 5 of the Teachers' Salaries (Scotland) Regulations, 1945, shall cease to have effect at the thirty-first day of March, 1948.

Postponement of increments.

8.—(1) If a teacher is not performing his duties to the satisfaction of the education authority, it shall be in the power of the authority, notwithstanding anything in the foregoing Regulations, to postpone for one salary year all increments payable, after the date of the resolution for the adoption of the said postponement, to the said teacher in accordance with any of the scales prescribed in Part I of the First Schedule,

opposite to serial number 32 of Part I of the Second Schedule, opposite to serial number 1 of Part II of the Second Schedule, in Part I of the Third Schedule and in Part I of the Fourth Schedule to these Regulations.

(2) The provisions of subsections (1) and (2) of section 81 of the Education (Scotland) Act, 1946, shall, with the necessary modifications, apply to a resolution for postponement and to the teacher to whom it relates as they apply to a resolution for the dismissal of a certificated teacher.

(3) If at any time within six weeks after the adoption of a resolution under this Regulation a petition shall be presented to the Secretary of State by the said teacher praying for an enquiry into the reasons for the postponement, the Secretary of State shall make such enquiry as he sees fit, and if as a result of such enquiry he is of opinion that the postponement is not reasonably justifiable he shall communicate such opinion to the education authority, and the resolution shall thereupon be deemed never to have been adopted.

(4) It shall be in the power of the education authority at any time to annul any resolution adopted under this Regulation, and the resolution shall thereupon cease to have effect so far as the salary year in in which it is annulled and subsequent salary years are concerned.

Temporary staff.

9. These Regulations shall apply to the salary of a teacher on the temporary staff of an education authority as they apply to the salary of a teacher on the permanent staff subject to the following and any other necessary modifications:—

(1) Salary shall accrue to the teacher in respect of each day of service at the rate of one two-hundredth of the annual rate of salary; and

(2) In the calculation of the length of service of a teacher whose service has included employment on a temporary staff, each day of temporary service shall be reckoned as one two-hundredth part of a service year.

Limitation of service which may be taken into account within one year.

10. In any period of twelve months the number of days of service, exclusive of the twenty-ninth day of February, which may be taken into account for the purpose of applying to a teacher's salary any of the scales prescribed in these Regulations shall not exceed three hundred and sixty-five.

Period of application of Regulations.

11. Salaries in accordance with these Regulations shall be payable from the first day of April, 1948, until the thirty-first day of March, 1951.

Extent and citation.

12.—(1) These Regulations shall not apply to the salaries of teachers employed in approved schools within the meaning of the Children and Young Persons (Scotland) Act, 1937.

(2) These Regulations may be cited as the Teachers' Salaries (Scotland) Regulations, 1948.

Arthur Woodburn,
One of His Majesty's Principal Secretaries of State.

Fielden House,
London, S.W.1.
24th March, 1948.

FIRST SCHEDULE

Regulation 3

PART I

Basic Scales

Service Year	Scale I	II	III	IV	V	VI	VII	VIII	IX	X
	£	£	£	£	£	£	£	£	£	£
1st ...	260	260	300	320	320	325	325	345	350	400
2nd ...	260	260	300	320	320	325	325	345	350	400
3rd ...	270	270	310	330	330	335	340	360	360	415
4th ...	280	280	320	340	340	345	355	375	370	430
5th ...	290	290	330	350	350	355	370	390	380	445
6th ...	300	300	340	360	360	365	385	405	390	460
7th ...	300	300	350	370	370	375	400	420	400	475
8th ...	310	310	360	380	380	385	415	435	415	490
9th ...	320	320	360	380	395	395	430	450	430	505
10th ...	330	330	370	390	410	405	445	465	445	520
11th ...	340	340	380	400	425	415	460	480	460	535
12th ...	350	350	390	410	440	430	475	495	475	550
13th ...	360	360	400	420	460	445	490	510	490	565
14th ...	370	360	410	430	480*	460	505	525	505	580
15th ...	380	370	420	440		475	520	540	520	595
16th ...	390	380	430	450		490	535	555	535	610
17th ...	400*	390	440	460		505	550	570	550	625
18th ...		400	450	470		520*	570	590	565	640
19th ...		410	460	480*			590	610*	580	655
20th ...		420	470				610*		595	670
21st ...		430	480*						610*	685
22nd ...		440								700
23rd ...		450								720*
24th ...		460								
25th ...		470								
26th ...		480*								

* Salary rate applicable to each further year of service under this scale.

PART II

Application of Basic Scales in Part I to the Salaries of Teachers

Serial Number	Basic Scale in Part I		Qualification of Teachers to whose salaries the scales apply
	Men	Women	
(1)	(2)	(3)	(4)
			Teacher's General Certificate :—
1	VIII	II	(*a*) less than four years' training ;
2	VIII	III	(*b*) four years' training ;
3	VIII	V	(*c*) graduation and training ;
4	X	IX	(*d*) training as in (*a*), (*b*) or (*c*), where the teacher is employed as principal educational psychologist and holds (i) a degree with first or second class honours in psychology, or (ii) a degree of Bachelor of Education of a Scottish University, or (iii) a degree of Bachelor of Education of any other British University with first or second class honours or with distinction in one or more subjects, or (iv) an approved equivalent qualification.
			Teacher's Special Certificate in one or more subjects :—
5	X	IX	(*a*) where the teacher is employed in teaching his special subject or one of his special subjects in secondary classes in a school shown in a Scheme approved in terms of sections 7 and 65 of the Education (Scotland) Act, 1946, as making provision for secondary education, or is the head teacher of, or woman adviser in, such a school ;
6	X	IX	(*b*) where the teacher on 30th September, 1945, occupied or had been appointed to the post of head teacher of a primary school and at that date the salary appropriate to the post included a basic salary calculated according to the education authority's scale for holders of the said certificate teaching their special subjects in secondary departments or employed as head teachers, while he remains in the said post or in a post to which he is transferred at the desire of the education authority ;
7	X	IX	(*c*) where the teacher is employed as principal educational psychologist and holds (i) a degree with first or second class honours in psychology, or (ii) a degree of Bachelor of Education of a Scottish University, or (iii) a degree of Bachelor of Education of any other British University with first or second class honours or with distinction in one or more subjects, or (iv) an approved equivalent qualification.

Serial Number	Basic Scale in Part I		Qualification of Teachers to whose salaries the scales apply
(1)	Men (2)	Women (3)	(4)
8	VIII	V	(*d*) where the teacher is not employed as in (*a*), (*b*) or (*c*).
			Teacher's Technical Certificate :—
9	VIII	V	(*a*) in Art ;
10	VII	III	(*b*) in Physical Education ;
11	—	II	(*c*) in Domestic Subjects (i) Group I (Cookery, Laundrywork and Housewifery with or without Needlework), or Group II (Needlework, Dressmaking and Millinery) or Needlework ;
12	—	III	(ii) Group III (Cookery, Laundrywork, Housewifery, Needlework and Dressmaking), or Groups I and II or an approved equivalent ;
			(*d*) in other subjects, including Music,
13	X	IX	(i) where the teacher is an honours graduate in the subject and is employed in teaching it in secondary classes in a school shown in a Scheme approved in terms of sections 7 and 65 of the Education (Scotland) Act, 1946, as making provision for secondary education ;
14	VIII	V	(ii) where the teacher is an honours graduate not employed as in (i) or is an ordinary graduate ;
15	VII	III	(iii) where the teacher holds an approved diploma or its equivalent ;
16	VIII	IV	(*e*) in Music where the teacher holds an approved honours diploma.
			Teacher's General Certificate or Teacher's Technical Certificate :—
17	X	IX	Where the teacher on 30th September, 1945, occupied a teaching post in respect of which he was at that date being paid a basic salary calculated according to the education authority's scale for holders of the Teacher's Special Certificate teaching their special subjects in secondary departments or employed as head teachers, while he remains in the said post or in a post to which he is transferred at the desire of the education authority.
			Uncertificated Teachers of Technical Subjects (*i.e.*, the subjects specified opposite to serial numbers 9–16 of this Part of this Schedule, or other approved technical subjects) :—
18	VI	I	Where the teacher holds a qualification approved or conditionally approved for the post which he occupies.

Regulation 4

SECOND SCHEDULE

PART I

Responsibility Element in the Salaries of Holders of Posts of Special Responsibility

Serial Number (1)	Post held by teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
	Head Teacher of :—	
1	(*a*) a School shown in a Scheme approved in terms of sections 7 and 65 of the Education (Scotland) Act, 1946, as making provision for primary education ;	XI
2	(*b*) a School shown in a Scheme approved in terms of sections 7 and 65 of the Education (Scotland) Act, 1946, as making provision for secondary education ;	XI and XII
3	(*c*) a School shown in a Scheme approved in terms of sections 7 and 65 of the Education (Scotland) Act, 1946, as making provision for a course of secondary education extending over not less than five years ;	XI, XII and XIII
4	(*d*) a School for Deaf or Hard-of-Hearing Children ;	XIV
5	(*e*) a School for Blind or Partially-sighted Children ;	XV
6	(*f*) a School for Mentally Handicapped Children ;	XVI
7	(*g*) a School for Physically Handicapped Children, other than Blind or Deaf Children ;	XI
8	(*h*) a School for Children of two or more of the categories described in (*d*), (*e*), (*f*) and (*g*).	XVI
9	*Deputy Head Teacher, Second Master, First Assistant, Senior Woman Assistant or Infant Mistress* in a School as described opposite to serial number 1 or in a Primary Department of a School as described opposite to serial number 2 or serial number 3 of this Part of this Schedule.	Twenty-five per cent. of the amount that would be payable under Scale XI to the Head Teacher if his seniority in his post were the same as the seniority in his or her post of the teacher concerned, and if the school consisted wholly of the part or parts which the teacher concerned is appointed to supervise ; provided that such part or parts in the case of a teacher who occupied the said post on 31st March, 1948, shall be deemed to be the whole primary school or primary department.

Serial Number (1)	Post held by teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
10	*Deputy Head Teacher, Second Master, or First Assistant* in a School as described opposite to serial number 2 or serial number 3 of this Part of this Schedule.	Twenty-five per cent. of the amount which would be payable under Scales XI, XII and XIII to the head teacher if his seniority in his post were the same as the seniority in his or her post of the teacher concerned and if the school consisted wholly of the part or parts which the teacher concerned is appointed to supervise. Where the teacher concerned is also a principal teacher as described opposite to serial number 12 or serial number 13 or serial number 14 of this Part of this Schedule, an increased responsibility element shall be payable which shall consist of the greater of the following sums, that is to say :— (*a*) the sum which would be payable under the last foregoing provision if the percentage of thirty-three and one-third were substituted for the percentage of twenty-five, or (*b*) a sum exceeding by £40 the responsibility element which would be payable in respect of the post of principal teacher alone.
11	*Teacher wholly responsible to the Head Teacher for a Group of Classes for Handicapped Children.*	XIX
12	*Principal Teacher of a subject or combination of subjects, Head of Department, or Senior Technical Assistant,* where the time-table provides for not less than 40 hours per week of instruction (each hour during which two or more classes are instructed by one teacher, head or assistant, at the same time being reckoned as two hours) in the subject or combination of subjects for which the teacher is responsible, or in the case of classics for not less than 20 such hours, (*a*) in a school as described opposite to serial number 2 of this Part of this Schedule ;	XVII
13	(*b*) in a school as described opposite to serial number 3 of this Part of this Schedule.	XVII and XVIII

Serial Number (1)	Post held by teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
14	*Principal Teacher of a subject or combination of subjects, Head of Department, or Senior Technical Assistant* in a school as described opposite to serial number 2 or serial number 3 of this Part of this Schedule, where the time-table provides for less than 40 hours per week of instruction (reckoned as prescribed opposite to serial number 12) in the subject or combination of subjects for which the teacher is responsible, in the case of classics for less than 20 such hours; and where the education authority are satisfied that the teacher, head or assistant, has been responsible during the salary year to which the responsibility element relates for organising the courses leading to presentation for the Senior Leaving Certificate.	£25
15	*Woman Adviser* who is employed in the duties of that post— (*a*) in a school as described opposite to serial number 2 of this part of this Schedule	XVII
16	(*b*) in a school as described opposite to serial number 3 of this Part of this Schedule.	XVII and XVIII
17	*Woman Adviser* who is employed in the duties of that post as well as in the duties of a Principal Teacher, Head of Department or Senior Technical Assistant.	£25
18	*Teacher who is employed whole-time as Organiser or Supervisor of a Technical Subject.*	£175 plus £1 in respect of each thousand of the number arrived at by dividing the total number of pupils on the roll of the public schools and of the whole-time day classes conducted under the Code of Regulations for Continuation Classes in Scotland, 1936, in the education area by the number of supervisors or organisers of the relative technical subject employed by the education authority. For the purpose of the calculation the said total number of pupils shall be taken to be the average number of pupils on the registers of the said schools and classes on the last day

Serial Number (1)	Post held by teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
18	*Teacher who is employed whole-time as Organiser or Supervisor of a Technical Subject.*—cont.	of each week during which the schools and classes were open for the whole or part of the week in the school year which ended on the 31st day of July preceding the month of service in respect of which salary is being calculated, and the number of supervisors or organisers of the relative technical subject shall be the number normally employed by the education authority.
19	*Teacher who is employed as a Principal Educational Psychologist.*	£175 plus £1 in respect of each thousand of the pupils on the registers of the public schools in the education area on the last day of each week during which the schools and classes were open for the whole or part of the week in the school year which ended on the 31st day of July preceding the month of service in respect of which salary is being calculated, provided that the amount of the increase shall not exceed the said £175 plus £100.
20	*Teacher of Physically Handicapped Children other than Blind or Deaf Children or Head Teacher of a Special School for such children,* (*a*) holding a special qualification approved for the post;	£50
21	(*b*) not holding the said qualification.	£25
22	*Teacher of Mentally Handicapped Children, or Head Teacher of a Special School for such children,* (*a*) holding the appropriate qualification under Article 51 of the Regulations for the Training of Teachers (a);	£50
23	(*b*) not holding the said qualification.	£25
24	*Teacher of Deaf or of Hard-of-Hearing Children, or Head Teacher of a Special School for such children,* (*a*) holding the Manchester University Certificate for Teachers of the Deaf or other special qualification approved for the post;	£50
25	(*b*) not holding either of the said qualifications.	£25

(a) S.R. & O. 1931 (No. 180) p. 363.

Serial Number (1)	Post held by teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
26	*Teacher of Blind or of Partially-sighted Children, or Head Teacher of a Special School for such children,*	
	(*a*) holding a special qualification approved for the post;	£50
27	(*b*) not holding the said qualification.	£25
28	*Teacher employed as Speech Therapist*	
	(*a*) holding a special qualification approved for the post;	£50
29	(*b*) not holding the said qualification.	£25
30	*Teacher holding a qualification in one or more subjects under Article 39 of the Regulations for the Training of Teachers* if teaching the said subject or a combination of the said subjects in a school as described opposite to serial number 2 or serial number 3 of this Part of this Schedule.	£10
31	*Teacher holding the Teacher's Special Certificate in more than one subject* and teaching one of his special subjects in a school as described opposite to serial number 2 or serial number 3 of this Part of this Schedule, provided that the said subject has not already been taken into account for the purpose of serial number 5 of Part II of the First Schedule to these Regulations.	£10
32	*Teacher in charge of an Adjustment and Backward Class* in a School as described opposite to serial number 1 or in a Primary Department of a School as described opposite to serial number 2 or serial number 3 of this Part of this Schedule.	£10 for the first service year of such service and £20 for each subsequent service year thereof.
33	*Certificated teacher employed whole-time in day continuation classes* included in a list prepared by the Secretary of State after consultation with the National Joint Council.	£70

PART II

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 4 (3) of these Regulations (3)	Amount of Increase (4)
1	XI	In the whole school :—	
		50 or less (Grade A)	£40
		51 to 100 (,, B)	£40 increasing by £10 annually to £60
		101 to 180 (,, C)	£70 ,, ,, £10 ,, £100
		181 to 450 (,, D)	£110 ,, ,, £10 ,, £140
		451 to 650 (,, E)	£150 ,, ,, £10 ,, £190
		651 or more (,, F)	£200 ,, ,, £10 ,, £280
2	XII	In secondary classes :—	
		100 or less	£30
		101 to 200	£50
		201 to 450	£75
		451 to 650	£100
		651 to 850	£125
		851 or more ...	£150
3	XIII	In 4th, 5th and later years of the secondary course :—	
		30 or less	£50
		31 to 60	£80
		61 to 100	£110
		101 to 150	£140
		151 to 200	£170
		201 or more ...	£200
4	XIV	10 or less	£30
		11 to 30	£60
		31 to 60	£90
		61 to 100	£120
		101 or more ...	£150
5	XV	20 or less	£30
		21 to 60	£60
		61 to 100	£90
		101 to 160	£120
		161 or more ...	£150
6	XVI	20 or less	£30
		21 to 60	£60
		61 to 100	£90
		101 to 160	£120
		161 to 250	£150
		251 to 300	£180
		301 to 350	£210
		351 or more ...	£240

Serial Number (1)	Scale (2)	Average number of pupils in attendance as calculated in accordance with Regulation 4 (3) of these Regulations (3)	Amount of Increase (4)
7	XVII	In secondary classes :—	
		101 to 450	£35
		451 to 650	£50
		651 or more ...	£75
8	XVIII	In 4th, 5th and later years of the secondary course :—	
		50 or less	£25
		51 to 100	£50
		101 to 200	£75
		201 or more ...	£100
9	XIX	In group of special classes :—	
		20 or less	£20
		21 to 60	£40
		61 to 100	£60
		101 to 160	£80
		161 to 250	£100
		251 or more ...	£120

Regulation 7

THIRD SCHEDULE

PART I

Salaries of certain Educational Psychologists appointed on or before 31st March, 1948

Year of service as an Educational Psychologist	Scale			
	XX	XXI	XXII	XXIII
	£	£	£	£
1st	430	480	500	550
2nd	445	495	515	565
3rd	460	510	530	580
4th	475	525	545	595
5th	490	540	560	610
6th	505	555	575	625
7th	520	570	590	640
8th	535	585	605	655
9th	550	600	620	670
10th	565	615	635	685
11th	580	630	650	700
12th	595	645	665	715
13th	600*	650*	680	730
14th			695	745
15th			700*	750*

* Salary rate applicable to each further year of service under this scale.

PART II

Application of Scales in Part I to the Salaries of certain Educational Psychologists

Serial Number	Scale in Part I		Grade of Educational Psychologist to whose salary the scale applies
	Men	Women	
(1)	(2)	(3)	(4)
1	XXIII	XXI	Senior Assistant Educational Psychologist.
2	XXII	XX	Assistant Educational Psychologist and Sole Educational Psychologist.

FOURTH SCHEDULE

Regulation 7

PART I

Salaries of certain Educational Psychologists appointed before, on or after 1st April, 1948

Service Year	Scale			
	XXIV	XXV	XXVI	XXVII
	£	£	£	£
1st	395	420	445	470
2nd	395	420	445	470
3rd	405	435	455	485
4th	415	450	465	500
5th	425	465	475	515
6th	435	480	485	530
7th	445	495	495	545
8th	455	510	505	560
9th	470	525	520	575
10th	485	540	535	590
11th	500	555	550	605
12th	515	570	565	620
13th	535	585	585	635
14th	555	600	605	650
15th	575	615	625	665
16th	595	630	645	680
17th	615	645	665	695
18th	635*	665	685*	715
19th		685		735
20th		705		755
21st		725		775
22nd		745		795
23rd		765*		815*

* Salary rate applicable to each further year of service under this scale.

PART II

Application of Scales in Part I to the Salaries of certain Educational Psychologists

Serial Number	Scale in Part I		Grade of Educational Psychologist to whose salary the scale applies
	Men	Women	
(1)	(2)	(3)	(4)
1	XXVII	XXVI	Senior Assistant Educational Psychologist and Sole Educational Psychologist.
2	XXV	XXIV	Assistant Educational Psychologist.

EXPLANATORY NOTE

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

The purpose of these regulations is to prescribe the scales of salaries to be paid by Education Authorities to teachers in their employment during the three years beginning on 1st April, 1948. The basic element of the salary will depend upon the teaching qualification, the post held and the length of service of the teacher as prescribed in the First Schedule to the Regulations. Where the teacher is employed in a post of special responsibility, a responsibility element will be included in his salary in accordance with the provisions of the Second Schedule. Where a teacher is employed in a remote school or to supervise a side school, an additional payment will be made to him.

The most important changes introduced by the regulations are the addition to the basic scales for non-graduate women teachers of two annual increments of £10 each and for women who are ordinary graduates of one increment of £20, raising the maxima of the scales in each case to £480; the addition to the basic scale for men who are ordinary graduates of one increment of £20, raising the maximum of the scale to £610; the addition to the basic scale of women graduates who hold First or Second Class Honours of four annual increments of £15 each, raising the maximum of the scale to £610, and the addition to the basic scale for men graduates who hold First or Second Class Honours of three annual increments of £15 each and one increment of £20, raising the maximum of the scale to £720.

The responsibility element for the head teachers of the larger schools for mentally handicapped children and for two or more categories of handicapped children has been increased from £180 to £210 for 301 to 350 children and to £240 for 351 or more children. The responsibility element for specially qualified assistant teachers of handicapped children has been raised from sums varying between £10 and £25 to £50; for teachers not so qualified the responsibility element has been brought up in all cases to the former maximum of £25. New scales are prescribed for educational psychologists.

A power is conferred upon Education Authorities to postpone for a year the payment of increments to any teacher who is not performing his duties to their satisfaction, with a right of appeal of the teacher to the Secretary of State. The Authorities are also empowered to restore a teacher to his former position if the performance of his duties subsequently becomes satisfactory.