TEACHERS SALARIES

The Teachers' Salaries (Scotland) Regulations, 1951

1951 No. 460 (S. 16)

Made - - - -	16*th March*, 1951
Laid before Parliament	17*th March*, 1951
Coming into Operation	1*st April*, 1951

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:—

Definitions

1.—(1) In these Regulations unless the context otherwise requires—

(*a*) "Act of 1946" means the Education (Scotland) Act, 1946;

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

(*c*) "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;

(*d*) "Basic scale" means one of the scales set forth in Part II 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;

(*e*) "Code" means the Schools (Scotland) Code, 1950(**b**);

(*f*) "Continuation classes" means classes conducted under the Code of Regulations for Continuation Classes in Scotland, 1936(**c**);

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

(*h*) "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;

(*i*) "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;

(*j*) "Principal teacher" means the principal teacher of a subject or of a combination of subjects employed in accordance with the provisions of paragraph (1) or of paragraph (2), as the case may be, of Regulation 7 of the Code or any other teacher appointed to be a principal teacher;

(*k*) "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;

(*l*) "Regulations of 1945" means the Teachers' Salaries (Scotland) Regulations, 1945(**d**);

(*m*) "Regulations of 1948" means the Teachers' Salaries (Scotland) Regulations, 1948(**e**);

(*n*) "Remote school" means a school which is either—

(i) 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

(a) 9 & 10 Geo. 6. c. 72. (b) S.I. 1950 (No. 915) I, p. 590.
(c) S.R. & O. 1936 (No. 791) I, p. 911. (d) S.R. & O. 1945 (No. 1545) I, p. 359.
(e) S.I. 1948 (No. 611) I, p. 822.

(ii) 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 have been or may from time to time be altered after consultation with the National Joint Council;

(*o*) "Responsibility element" means that part of the salary of a teacher to which Regulation 6 of these Regulations applies;

(*p*) "Salary" means the aggregate of the emoluments, whether in money or in kind, receivable by a teacher from an education authority, and shall include:—

(i) the annual value (as entered in the Valuation Roll) of any house made available rent free to the teacher by the education authority, or the amount of any allowance in lieu of the provision of such house; and

(ii) the occupier's rates in respect of the house occupied by the teacher, where the education authority pay the said rates;

but does not include:—

(iii) any emoluments receivable in respect of employment that is additional to whole-time employment, or

(iv) any emoluments receivable from an educational endowment, or

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

(*q*) "Salary year" means the period beginning on 1st April in one year and ending on 31st March in the following year;

(*r*) "Service" means the employments and services mentioned in paragraph (1) of Regulation 4 of these Regulations;

(*s*) "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 29th 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;

(*t*) "Teacher" means a teacher employed whole-time by an education authority in a teaching capacity or in any other capacity with regard to which provision is made in these Regulations; and "certificated teacher" means any such teacher who holds or who is deemed to hold a certificate of competency issued in accordance with Regulations made under the Education (Scotland) Acts, 1872 to 1945, or under subsection (2) of section 77 of the Act of 1946;

(*u*) "Temporary staff" means staff other than permanent staff;

(*v*) "Training Regulations" means the Regulations for the Preliminary Education, Training and Certification of Teachers for Various Grades of Schools (Scotland), 1931(**a**); and

(*w*) "Whole-time employment" means whole-time employment for one day or for a longer period; and in relation to a post and to a day means employment for such a period or periods of the day as is provided in the contract of employment, or as is customary or as is necessary for the efficient discharge of the duties of the post; and the expression "employed whole-time" shall be construed accordingly.

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

(2) References in these Regulations to teachers' certificates and to endorsements thereon shall, unless the context otherwise requires, be construed as references to the certificates and endorsements for which provision is made in the Training Regulations or in earlier regulations relating to the certification of teachers made under the Education (Scotland) Acts, 1872 to 1945; provided that " Teacher's Technical Certificate " shall include, and " Teacher's Special Certificate " shall not include, the Special Certificate awarded under Chapter VI of the Regulations for the Training of Teachers, 1906 to 1920.

(3) In these Regulations each line in any scale in Part II of the Second Schedule to these Regulations and in any similar scale in the Regulations of 1945 and the Regulations of 1948 is referred to as a grade of that scale, and a grade is higher or lower than another grade in the same or in a comparable scale if it relates to larger or smaller average numbers of pupils in attendance than the said other grade.

Interpretation

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

(2) In these Regulations, unless the context otherwise requires, references to any Act, regulations or rules shall be construed as references to the said Act, regulations or rules as amended by any subsequent Act, regulations or rules.

Basic Element

3.—(1) Except as hereinafter provided the basic scale prescribed opposite to any serial number of Part I of the First Schedule annexed hereto in column (2) or column (3) of the said Part shall apply in the calculation of the basic element of the salaries for successive service years of men and 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

(*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 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 an education authority have, in accordance with the provisions of the Regulations of 1945 or the Regulations of 1948, 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;

(a) 52 & 53 Vict. c. 63.

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

(i) to be employed in a post the same as the post which he last occupied on the teaching staff of an education authority before being so employed, or

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

as the teacher may select.

Calculation of length of service

4.—(1) 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 First Schedule annexed hereto, the period or the aggregate of the periods spent by him, after attaining the age of 18 years, in any of the following employments and services shall be taken into account:—

(*a*) whole-time paid employment as a teacher—

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

(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 relating to evening classes in Scotland, or the Codes of Regulations for Continuation Classes in Scotland of 1901 to 1915, 1926 or 1936, 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 of the Education (Scotland) Act, 1918(**e**);

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

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

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

(viii) in or in connection with a course of instruction conducted under section 13 of the Unemployment Act, 1934(**f**), or section 76 of the Unemployment Insurance Act, 1935(**g**);

(ix) in Scotland by an education authority elsewhere than in an educational establishment; and

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

(a) 8. Edw. 7. c. 63. (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) 24 & 25 Geo. 5. c. 29. (g) 25 & 26 Geo. 5. c. 8.

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

(*c*) service which by virtue of the provisions of the Teachers Superannuation (War Service) Act, 1939(**c**), is treated as contributory service for the purposes of the Teachers (Superannuation) Acts, 1918 to 1946;

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

(*e*) whole-time service under the National Service Act, 1948(**d**), rendered after 31st March, 1949, or similar whole-time service after the said date, whether as a volunteer or in pursuance of an obligation, in the Armed Forces of the Crown or in any of the Women's Services specified in the First Schedule to the Reinstatement in Civil Employment Act, 1944(**e**), or in any other Women's Service similarly associated with the said Armed Forces and established since the date of the passing of the said last mentioned Act;

(*f*) employment, other than employment in an educational establishment in Scotland, which has been accepted by the Ministry of Education for the purposes of the Teachers (Superannuation) Acts, 1918 to 1946;

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

(*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*) employment under an approved scheme of interchange in the capacity of Assistant or Répétiteur in France, or in an equivalent capacity in another country furth of Scotland, for a period of not more than a year and similar employment 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; and

(*k*) employment approved in terms of sub-paragraph (*h*) (v) of paragraph (1) of Regulation 1 of the Regulations of 1945 or sub-paragraph (*m*) of paragraph (15) of Regulation 1 of the Regulations of 1948.

(2) Where a teacher has been employed part-time in any of the employments mentioned in sub-paragraph (*a*) of the last foregoing paragraph, every five hours of such employment shall be deemed to be the equivalent of one day of service and shall be taken into account accordingly in the calculation of the length of service of the teacher.

(3) Subject to the provisions of paragraphs (5) and (7) of this Regulation, where a teacher is a person who after attaining the age of 18 years has, for one or more periods, served whole-time between 25th May, 1939, and 31st March, 1949, both dates inclusive—

(*a*) in the Armed Forces of the Crown, or

(*b*) in the Merchant Navy or Mercantile Marine, or

(a) 4 & 5 Geo. 5. c. 67. (b) 2 & 3 Geo. 6. c. 96. (c) 2 & 3 Geo. 6. c. 95.
(d) 11 & 12 Geo. 6. c. 64. (e) 7 & 8 Geo. 6. c. 15. (f) 16 & 17 Geo. 5. c. 16. (N.I.).
(g) 42 & 43 Vict. c. 74.

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

or has, for one or more periods, been engaged whole-time between 1st September, 1939, and 31st March, 1949, both dates inclusive, 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 or the aggregate of the periods during which he so served or was so engaged, provided that the foregoing provisions of this paragraph shall not apply to the teacher if the said period or aggregate is less than one year.

(4) Subject to the provisions of paragraphs (5) and (7) of this Regulation, in the calculation of the length of service of a teacher there shall be taken into account to such extent as the Secretary of State, after consultation with the National Joint Council, may decide any periods (hereinafter referred to as " periods of experience "), other than periods of whole-time education or of whole-time training for the teaching profession, during which the teacher, after having attained the age of 21 years, was gaining experience which in the opinion of the Secretary of State is or is likely to be of value to him as a teacher.

(5) Where a teacher has been engaged for a period in any employment, service or occupation belonging to more than one of the categories described in the foregoing provisions of this Regulation, that period shall be taken into account only once in the calculation of the length of his service; provided that, where the length of the period or of the aggregate of the periods of service which could be taken into account under paragraph (3) differs from the length of the period or of the aggregate of the periods which could be taken into account under sub-paragraph (*b*) and sub-paragraph (*c*) of paragraph (1), only the period or the aggregate of the periods which is the longer shall be taken into account.

(6) Where a teacher attained the age of 28 years before he 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 became a certificated teacher, provided that—

(i) in the calculation of the length of the period to be deemed to be service under this paragraph any period subsequent to the said birthday which has been taken into account as service under any of the foregoing provisions of this Regulation shall be left out of account except where it is a period of war service which, under section 1 (*b*) of the Education (Scotland) (War Service Superannuation) Act, 1939, was deemed to have been given, but was not actually given, subsequent to the said birthday;

(ii) where a period of experience has been taken into account under paragraph (4) of this Regulation to less than its full extent, the part of the period to be left out of account under the last foregoing proviso shall bear the same relation to that part of the period of experience falling after the 28th birthday as the extent of the period of experience taken into account under paragraph (4) bears to the whole of the period of experience; and

(iii) in the calculation of the said one-third, a fraction of less than one-half of a year in the quotient shall be disregarded and a fraction of one-half or more shall be reckoned as a complete year.

(7) The aggregate of the periods, other than periods of teaching employment, which may be taken into account as service under paragraphs (3), (4) and (6) of this Regulation shall not in the case of any teacher exceed 10 years, provided that, where an education authority have, in accordance with

the provisions of Regulation 2 of the Regulations of 1945 or of Regulation 3 of the Regulations of 1948, taken into account a greater aggregate, the said greater aggregate shall continue to be taken into account for the purposes of this Regulation.

(8) In any period of twelve months the number of days of service, exclusive of 29th 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.

Increase of basic scales in special cases

5.—(1) Where the basic element in the salary of a teacher is not calculated according to Scale II or Scale X as set forth in Part II of the First Schedule to these Regulations and the teacher has been granted a qualification under Article 39 of the Training Regulations in a subject in which a qualification may be granted under Chapter V of the said Regulations and

(*a*) is employed in secondary classes in a school shown in a scheme approved in terms of sections 7 and 65 of the Act of 1946 as making provision for secondary education, or

(*b*) is the head teacher of or woman adviser in such a school, or

(*c*) is a teacher whose whole-time employment includes employment in an establishment for the provision of further education—

the basic scale applicable to his salary shall be increased throughout by the sum of £25.

(2) Where a teacher is employed in a remote school, the basic scale applicable to his salary shall be increased throughout by the sum of £30 if he is employed in a school on the mainland of Scotland and by the sum of £40 if he is employed in a school on an island.

(3) The list prepared by the Secretary of State under serial number 33 of Part I of the Second Schedule annexed to the Regulations of 1948 may be extended to include any type of continuation classes ; and, where a teacher is employed whole-time in continuation classes included in the said list as that list has been or may from time to time be altered after consultation with the National Joint Council, the basic scale applicable to his salary shall be increased throughout by the sum of £90 if he is a certificated teacher and by the sum of £70 if he is an uncertificated teacher.

Responsibility element

6.—(1) Where a teacher on the permanent staff of an education authority has been appointed to and is employed in a post of special responsibility described opposite to any serial number of Part I of the Second Schedule annexed hereto in column (2) of the said Part, there shall be paid to him, in addition to the basic element, a responsibility element, being the sum, or sums in accordance with the scales, prescribed in the entry in column (3) of the said Part opposite to the said serial number and in Part II of the said Schedule ; provided that—

(*a*) if the teacher is employed in more than one of the posts or combined posts (hereinafter referred to as " posts ") included in Group A of the said Part, responsibility element shall be payable in respect of only one of the said posts to be selected by the teacher ;

(*b*) if the teacher is employed in one or more of the posts included in Group B of the said Part, the responsibility element payable to him in respect of each such post shall be in addition to any responsibility element payable in respect of a post included in Group A or Group C ;

(*c*) if the teacher is employed part-time in a post included in Group C of the said Part, the responsibility element payable in respect of that post shall be reduced ; and if the said teacher is also employed part-time in a

post included in Group A of the said Part, the responsibility element in respect of that post shall also be reduced; and the amount of a reduced responsibility element under this proviso shall be the sum which bears the same relation to the amount of the responsibility element prescribed in the said Schedule for the post as the part-time employment bears to whole-time employment;

(*d*) if the teacher is employed in a post included in Group D, no responsibility element shall be payable to him in respect of any other post to which the Second Schedule applies;

(*e*) 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;

(*f*) where a teacher is occupying temporarily a post of special responsibility in place of a teacher who is absent from the post or pending a permanent appointment to 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 special responsibility undertaken by him for the day on which he begins to occupy the said post and for the twenty days upon which the school is open next following the said day, and shall be so bound only in respect of days upon which the school is open following the said twenty-one days; and if, after the absent teacher has returned to duty or a permanent appointment has been made to the post, the teacher is again occupying the post temporarily, he shall not again become entitled to a responsibility element until he has again occupied the post for the number of school days prescribed in this proviso.

(2) 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 Minute, 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 1st 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 numbers of pupils in attendance during the school years that began in 1947, 1948 and 1949. 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 a school is opened or was opened after 1st August, 1947, or where a change in the organisation of education in the area or a movement of population or any other cause brings, or since the said date has brought, the average number of pupils in attendance into one or more higher or one or more lower grades of a relevant scale in Part II of the Second Schedule to these Regulations, and the said average number has remained in the said one or more grades for a period of not less than one year, 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 and that the average number as so calculated shall be

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

used in the calculation of the responsibility element payable to the teachers concerned with effect from such date not earlier than 1st April, 1951, as he may prescribe.

(3) Where a teacher occupies 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 Secretary of State, whose decision shall be final.

Incremental date and ascertainment of individual salary

7.—(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 may be paid in advance or in arrear, 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 31st 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 31st 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.

Exceptions

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

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

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

(ii) by the head teacher of a special school or by any teacher in a special school or special classes, or

(iii) by a teacher whose whole-time employment is in continuation classes or includes part-time employment in continuation classes, or

(iv) by a teacher whose whole-time employment is in teaching pupils elsewhere than at an educational establishment, or includes part-time employment in such teaching, under special arrangements made under section 14 of the Act of 1946, or

(v) 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 the post which he occupies—

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 1st April, 1951, 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*) a teacher has been or is transferred to another post at the desire of the education authority for reasons other than inefficiency or indiscipline and the application of these Regulations to his salary in his new post would result in a reduction either in the basic element or in the responsibility element of his salary, or

(*b*) the Regulations of 1948 did not apply to the salary of a teacher who remains in the post which he occupied on 31st March, 1951, and the application to his salary of these Regulations would result in a reduction of his salary—

the Secretary of State may, on the application of the teacher, direct that from a date not earlier than 1st April, 1951, 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.

(3) Where—

(*a*) the responsibility element in the salary of a teacher in a particular post falls to be calculated by reference to one or more of the scales in Part II of the Second Schedule annexed hereto ; and

(*b*) the average number of pupils by reference to which the amount of the whole or part of the said element falls to be calculated is in a lower grade of the relative scale than the average number by reference to which the said amount was calculated under the Regulations of 1945 or the Regulations of 1948 ; and

(*c*) the teacher makes 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 1st April, 1951, 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 ; but such a direction shall not be given in the case of a teacher appointed to the said post between 1st August, 1939, and 31st March, 1948, both dates inclusive, unless the average by reference to which the said amount falls to be calculated under these Regulations is in a lower grade of the relative scale than the corresponding average in the school year during which the teacher was appointed to the post would have been had the same scale been applicable to it.

(4) An application by a teacher under paragraph (2) or paragraph (3) of this Regulation may be submitted by the teacher himself or by the education authority on his behalf. The Secretary of State shall send a copy of the application by or on behalf of the teacher to the National Joint Council for consideration by the teachers' representatives on the Council, and where the teacher himself has made the application the Secretary of State shall also

send a copy to the education authority. The said representatives and the education authority may within six weeks submit their views on the application to the Secretary of State and the Secretary of State shall have regard to any views so submitted.

(5) A direction given by the Secretary of State in terms of Regulation 7 of the Regulations of 1948 shall cease to have effect after 31st March, 1951.

Postponement of increments

9.—(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 II of the First Schedule to these Regulations.

(2) 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.

(3) 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 in relation to the salary year in which it is annulled and subsequent salary years.

Temporary staff

10. 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 employment for which his contract provides and shall be at the rate per day of one two-hundredth of the annual rate of salary ; and

(2) Subject to the provisions of paragraph (8) of Regulation 4 of these Regulations, 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.

Period of application of Regulations

11. Salaries in accordance with these Regulations shall be payable from 1st April, 1951, until 31st March, 1954, both dates inclusive.

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, 1951.

Hector McNeil,
One of His Majesty's Principal Secretaries of State.

St. Andrew's House,
Edinburgh, 1.

16th March, 1951.

Regulation 3

FIRST SCHEDULE

PART I

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

Serial Number	Basic Scale in Part II		Qualification of Teachers to whose Salaries the Scales apply
(1)	Men (2)	Women (3)	(4)
			Teacher's General Certificate:—
1	I	VII	(1) less than four years' training;
2	I	VIII	(2) four years' training;
3	I	IX	(3) graduation and training.
			Teacher's Special Certificate:—
4	II	X	(1) 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 Act of 1946 as making provision for secondary education, or is the head teacher of, or woman adviser in, such a school, or is a teacher whose whole-time employment includes employment in teaching his special subject or one of his special subjects in an establishment for the provision of further education, or is employed as an educational psychologist;
5	II	X	(2) 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;
6	I	IX	(3) where the teacher is not employed as in (1) or (2).
			Teacher's Technical Certificate:—
			(1) granted under paragraph (*a*) or paragraph (*b*) or paragraph (*c*) read in relation to the said paragraph (*b*) of Article 47 of the Training Regulations or under earlier regulations relating to the certification of teachers:—
7	I	IX	(*a*) in Art;
8	VI	VIII	(*b*) in Physical Education;
			(*c*) in Domestic Subjects—
9	—	VII	(i) Group I (Cookery, Laundrywork and Housewifery with or without Needlework), or Group II (Needlework, Dressmaking and Millinery), or Needlework;
10	—	VIII	(ii) Group III (Cookery, Laundrywork, Housewifery, Needlework and Dressmaking), or Groups I and II, or an approved equivalent;

Serial Number	Basic Scale in Part II		Qualification of Teachers to whose Salaries the Scales apply
(1)	Men (2)	Women (3)	(4)
11	II	X	(*d*) in other subjects, (i) where the teacher holds the degree of a Scottish University with first or second class honours in the subject (or other qualification approved for the purpose of this serial number) and is employed in teaching the subject in secondary classes in a School shown in a Scheme approved in terms of sections 7 and 65 of the Act of 1946 as making provision for secondary education, or is a teacher whose whole-time employment includes employment in teaching his special subject or one of his special subjects in an establishment for the provision of further education;
12	I	IX	(ii) where the teacher holds the degree of a Scottish University with first or second class honours in the subject (or other qualification approved for the purpose of this serial number) but is not employed as in (i), or holds such a degree with third class honours in the subject (or other qualification so approved), or holds an ordinary degree (or other qualification so approved);
13	VI	VIII	(iii) where the teacher holds an approved diploma or its equivalent;
			(2) granted under paragraph (*bb*) or paragraph (*c*) read in relation to the said paragraph (*bb*) of Article 47 of the said Regulations and—
14	V	XIII	(*a*) under serial number 1 or serial number 2 of footnote (*cc*) to the said paragraph (*bb*);
15	IV	XII	(*b*) under serial number 3 or serial number 4 of footnote (*cc*) to the said paragraph (*bb*).
16	II	X	*Teacher's General Certificate or Teacher's Technical Certificate:—* (1) 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;

Serial Number	Basic scale in Part II		Qualification of Teachers to whose Salaries the Scales apply
	Men	Women	
(1)	(2)	(3)	(4)
17	II	X	(2) where the teacher is employed as an educational psychologist and (*a*) holds (i) the degree of a Scottish University with first or second class honours in Psychology, or (ii) a degree of Bachelor of Education of a Scottish University, or (iii) an approved equivalent qualification, or (*b*) was paid in accordance with paragraph 2 of Regulation 7 of, or serial number 4 or serial number 7 of Part II of the First Schedule to, the Regulations of 1948.
18	III	XI	*Uncertificated Teacher of Technical Subjects* who on 31st March, 1951, was qualified as described in serial number 18 of Part II of the First Schedule to the Regulations of 1948 and who continues to occupy the same post, or a post to which he is transferred at the desire of the education authority.

PART II

Basic Scales

Service Year	SCALE												
	MEN						WOMEN						
	Graduate	Honours Graduate	Technical				Non-graduate		Graduate	Honours Graduate	Technical		
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
	£	£	£	£	£	£	£	£	£	£	£	£	£
1st ...	435	535	360	370	385	395	335	365	385	435	295	315	335
2nd ...	450	555	360	380	400	410	345	375	395	450	295	325	345
3rd ...	465	575	370	390	415	425	355	385	405	465	305	335	355
4th ...	480	595	380	400	430	440	365	395	415	480	315	345	365
5th ...	495	615	390	410	445	455	375	405	425	495	325	355	375
6th ...	510	635	400	420	460	470	385	415	435	510	335	365	385
7th ...	525	655	410	430	475	485	395	425	445	525	335	375	395
8th ...	540	675	420	440	490	500	405	435	455	540	345	385	405
9th ...	555	695	430	450	505	515	415	445	465	555	355	395	415
10th ...	570	715	440	465	520	530	425	455	475	575	365	405	425

11th ...	585	735	450	480	535	545	435	465	490	595	375	415	435
12th ...	605	755	465	495	550	565	445	475	505	615	385	425	445
13th ...	625	775	480	510	565	585	455	485	525	635	395	435	455
14th ...	645	795	495	525	580	605	465	495	545	655	405	445	465
15th ...	665	815	510	540	595	625	480	505	555	675	415	455*	475
16th ...	685	835	525	555	610	645	495	515	565	695	425	—	485
17th ...	705	855	540	570	625	665	510	525	580	715	435*	—	495
18th ...	725*	875*	555*	585*	645*	685	525	535	595*	735*	—	—	505
19th ...	—	—	—	—	—	705	540	545	—	—	—	—	515*
20th ...	—	—	—	—	—	725*	555†	555†	—	—	—	—	—
21st ...	—	—	—	—	—	—	565‡	565‡	—	—	—	—	—
22nd ...	—	—	—	—	—	—	580‡	580‡	—	—	—	—	—
23rd ...	—	—	—	—	—	—	595*‡	595*‡	—	—	—	—	—

* Salary rate applicable to each further year of service under this scale.
† Salary rate applicable to each further year of service except for the teachers mentioned in the next foot-note.
‡ Salary rate applicable only to holders of the Teacher's General Certificate who before 1st October, 1919, entered upon training for that Certificate or training which for the purposes of these Regulations is approved as equivalent thereto.

Regulation 6

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)
	Group A	
	Head Teacher of:—	
1	(*a*) a School shown in a Scheme approved in terms of sections 7 and 65 of the Act of 1946 as making provision for primary education;	XIV
2	(*b*) a School shown in a Scheme approved in terms of sections 7 and 65 of the Act of 1946 as making provision for secondary education;	XIV and XV
3	(*c*) a School shown in a Scheme approved in terms of sections 7 and 65 of the Act of 1946 as making provision for a course of secondary education extending over not less than five years;	XIV, XV and XVI
4	(*d*) a School for Deaf or Hard-of-Hearing Children;	XVII
5	(*e*) a School for Blind or Partially-sighted Children;	XVIII
6	(*f*) a School for Mentally Handicapped Children;	XIX
7	(*g*) a School for Physically Handicapped Children, other than Blind or Deaf Children;	XIV
8	(*h*) a School for Children of two or more of the categories described in (*d*), (*e*), (*f*) and (*g*).	XIX
9	*Deputy Head Teacher, Second Master, First Assistant or Senior Woman Assistant* in a School as described opposite to serial number 1 or in the 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 XIV to the Head Teacher if the school consisted only 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 occupies the post which he occupied on 31st March, 1948, shall be deemed to be the whole primary school or primary department and, in the case of a Senior Woman Assistant, shall be deemed to be the whole primary school or primary department and the parts, if any, of a secondary department that she is appointed to supervise.

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
10	*Infant Mistress* in a School as described opposite to serial number 1 or in the Primary Department of a School as described opposite to serial number 2 or serial number 3 of this Part of this Schedule.	Thirty per cent. of the amount that is payable under Scale XIV to the Head Teacher where the school is a school as described opposite to serial number 1, or that would be so payable in the case of a school as described opposite to serial number 2 or serial number 3 if the school consisted only of the primary department.
11	*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 XIV, XV and XVI to the Head Teacher if the school consisted only of the part or parts which the teacher concerned is appointed to supervise.
12	*Teacher wholly responsible to the Head Teacher for a Group of Classes for Handicapped Children.*	XXII
	Principal Teacher of a subject or combination of subjects where the timetable provides for not less than 40 hours per week of instruction (calculated in accordance with the provisions of paragraph (4) of Regulation 7 of the Code) in the subject or combination of subjects for which the teacher is responsible,	
13	(*a*) in a School as described opposite to serial number 2 of this Part of this Schedule;	XX
14	(*b*) in a School as described opposite to serial number 3 of this Part of this Schedule.	XX and XXI
15	*Principal Teacher of a subject or combination of subjects* in a School as described opposite to serial number 2 or serial number 3 of this Part of this Schedule, where the timetable provides for less than 40 hours per week of instruction (calculated in accordance with the provisions of paragraph (4) of Regulation 7 of the Code) in the subject or combination of subjects for which the teacher is responsible.	£30

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
16	A combined post as a *Deputy Head Teacher, Second Master or First Assistant* as described opposite to serial number 11 of this Part of this Schedule and as a *Principal Teacher* as described opposite to serial number 13, or serial number 14, or serial number 15 of this Part of this Schedule.	The greater of the following sums, that is to say:— (*a*) the sum which would be payable under the provisions of serial number 11 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 under serial number 13, or serial number 14, or serial number 15 as the case may be.
	Teacher who is employed as Woman Adviser in accordance with the provisions of paragraph (6) of Regulation 6 of the Code or in a secondary department to which the provisions of the said paragraph do not apply:—	
17	(*a*) in a School as described opposite to serial number 2 of this Part of this Schedule;	XX
18	(*b*) in a School as described opposite to serial number 3 of this Part of this Schedule.	XX and XXI
19	A combined post as a *Woman Adviser* as described opposite to serial number 17 or serial number 18 of this Part of this Schedule and as a *Principal Teacher* as described opposite to serial number 13, or serial number 14, or serial number 15 of this Part of this Schedule.	A sum exceeding by £25 the responsibility element which would be payable under serial number 13 or serial number 14, or serial number 15 as the case may be.
	Group B	
20	*Head Teacher of a School who is required to supervise teachers who are employed to teach pupils elsewhere than at an educational establishment* in accordance with special arrangements made and approved under section 14 of the Act of 1946, in respect of each such teacher supervised.	Where such employment is whole-time employment £10, and where it is part-time employment that sum which bears the same relation to £10 as the part-time employment bears to whole-time employment, provided that the amount of the increase shall not exceed £30.

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
21	*Head Teacher* of a School described opposite to any of serial numbers 4 to 8 of this Part of this Schedule in which provision is made for a course of secondary education— (*a*) extending over not less than three years and approved for the purpose of this serial number as imposing on the Head Teacher not less special responsibility than is imposed by the secondary course on the Head Teacher of a School described opposite to serial number 2 of this Part of this Schedule with 100 or less pupils in secondary classes;	£40
22	(*b*) extending over not less than five years and approved for the purpose of this serial number as imposing on the Head Teacher not less special responsibility than is imposed by the secondary courses on the Head Teacher of a School described opposite to serial number 3 of this Part of this Schedule with 30 or less pupils in the 4th, 5th and later years of the secondary course.	£60
23	*Teacher who is employed whole-time in a special school or special classes:*— (*a*) who holds the qualification referred to in paragraph (4) of Regulation 6 of the Code;	£75
24	(*b*) who does not hold the said qualification.	£25
25	*Teacher in charge of a class for backward pupils or a class for retarded pupils* in a School as described opposite to serial number 1 or in the Primary Department of a School as described opposite to serial number 2 or serial number 3 of this Part of this Schedule.	£10 in the first service year of such service and £20 in each subsequent service year thereof.

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
	Group C	
26	*Teacher who is employed whole-time as Organiser or Supervisor of a Technical Subject.*	£250 plus either (*a*) £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 continuation classes in the education area by the number of supervisors or organisers of the relative technical subject employed by the education authority, or (*b*) £125, whichever is the less. For the purpose of the calculation the said total number of pupils shall be taken to be one-third of the sum of the average numbers of pupils in attendance during the school years that began in 1947, 1948 and 1949, and the number of supervisors or organisers of the relative technical subjects shall be the number normally employed by the education authority.
27	*Teacher who is employed whole-time as a Principal Educational Psychologist.*	£250 plus either (*a*) £1 in respect of each thousand of the pupils on the registers of the public schools in the education area, or (*b*) £125, whichever is the less. For the purpose of the calculation the said total number of pupils shall be taken to be one-third of the sum of the average numbers of pupils in attendance during the school years that began in 1947, 1948 and 1949.
28	*Teacher who is employed whole-time as a Senior Assistant Educational Psychologist or as a Sole Educational Psychologist.*	£85
29	*Teacher who is employed whole-time as an Assistant Educational Psychologist.*	£35
	Group D	
	Teacher employed as a Speech Therapist:—	
30	(*a*) who holds an approved special qualification for the post;	£75
31	(*b*) who does not hold such a qualification.	£25

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 6 (2) of these Regulations (3)	Amount of Increase (4)
1	XIV	In the whole school:—	
		50 or less (*a*)	£40
		51 to 100 (*b*)	£70
		101 to 180 (*c*)	£115
		181 to 450 (*d*)	£160
		451 to 650 (*e*)	£220
		651 or more (*f*)	£310
2	XV	In secondary classes:—	
		100 or less (*a*)	£40
		101 to 200 (*b*)	£65
		201 to 450 (*c*)	£90
		451 to 650 (*d*)	£120
		651 to 850 (*e*)	£150
		851 or more (*f*)	£180
3	XVI	In 4th, 5th and later years of the secondary course:—	
		30 or less (*a*)	£60
		31 to 60 (*b*)	£90
		61 to 100 (*c*)	£120
		101 to 150 (*d*)	£155
		151 to 200 (*e*)	£190
		201 or more (*f*)	£220
4	XVII	In the whole school:—	
		10 or less (*a*)	£35
		11 to 30 (*b*)	£65
		31 to 60 (*c*)	£100
		61 to 100 (*d*)	£130
		101 or more (*e*)	£160
5	XVIII	In the whole school:—	
		20 or less (*a*)	£35
		21 to 60 (*b*)	£65
		61 to 100 (*c*)	£100
		101 to 160 (*d*)	£130
		161 or more (*e*)	£160
6	XIX	In the whole school:—	
		20 or less (*a*)	£35
		21 to 60 (*b*)	£65
		61 to 100 (*c*)	£100
		101 to 160 (*d*)	£130
		161 to 250 (*e*)	£160
		251 to 300 (*f*)	£190
		301 to 350 (*g*)	£220
		351 or more (*h*)	£250
7	XX	In secondary classes:—	
		101 to 450 (*a*)	£40
		451 to 650 (*b*)	£60
		651 or more (*c*)	£85

Serial Number (1)	Scale (2)	Average number of pupils in attendance as calculated in accordance with Regulation 6 (2) of these Regulations (3)	Amount of Increase (4)
8	XXI	In 4th, 5th and later years of the secondary course:—	
		50 or less (*a*)	£30
		51 to 100 (*b*)	£55
		101 to 200 (*c*)	£85
		201 or more (*d*)	£115
9	XXII	In group of special classes:—	
		20 or less (*a*)	£25
		21 to 60 (*b*)	£45
		61 to 100 (*c*)	£65
		101 to 160 (*d*)	£85
		161 to 250 (*e*)	£110
		251 or more (*f*)	£130

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, 1951. 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.

Each of the basic scales provides for an increase over the amount of the basic element payable under the Regulations of 1948, the most important changes being as follows:—

Ordinary graduates (men)—£435 rising to £725 in the eighteenth year, an increase of £90 at the beginning of the scale, of £135 in the eighteenth year and of £115 in the nineteenth and subsequent years of service;

Graduates with first or second class honours (men)—£535 rising to £875 in the eighteenth year, an increase of £135 at the beginning of the scale, of £235 in the eighteenth year and of £155 in the twenty-third and subsequent years of service;

Increases in the basic scales for certificated teachers of technical subjects range from £75 at the beginning of the lowest scale, to £115 at the end of the highest scale.

Non-graduate women trained for less than four years—£335 rising to £555 in the twentieth year, an increase of £75 at the beginning of the scale, of £135 in the twentieth year and of £75 in the twenty-sixth and subsequent years of service;

Ordinary graduates (women)—£385 rising to £595 in the eighteenth year, an increase of £65 at the beginning of the scale and of £115 in the eighteenth and subsequent years of service;

Graduates with first or second class honours (women)—£435 rising to £735 in the eighteenth year, an increase of £85 at the beginning of the

scale, of £170 in the eighteenth year and of £125 in the twenty-first and subsequent years of service.

New scales are included for teachers who obtained their certificates after practical experience in industry or commerce under the recent amendment of the Regulations for the Training of Teachers.

The responsibility element in the salaries of teachers holding posts of special responsibility is increased in most cases. For example, in addition to their basic element, head teachers of the largest primary schools will receive £310 instead of sums varying from £200 to £280; head teachers of the largest junior secondary schools will receive £490 instead of sums varying from £350 to £430; and the head teachers of the largest senior secondary schools will receive £710 instead of sums varying from £550 to £630.

The Teachers' Salaries (Scotland) (Amendment No. 1) Provisional Regulations, 1951

1951 No. 1051 (S. 58)

Made - - - - -	13*th June*, 1951
Laid before Parliament	14*th June*, 1951
Coming into Operation	15*th June*, 1951

In the exercise of the powers conferred on 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; and I hereby certify under section 59 of the said Act as amended by section 5 of and the Schedule to the Education (Scotland) Act, 1949(b), that on account of urgency the said Regulations ought to come into immediate operation and I accordingly make them as Provisional Regulations.

Amendment

1. Part II of the First Schedule to the Teachers' Salaries (Scotland) Regulations, 1951(c), shall be and is hereby amended by the substitution of the following footnote for the third footnote thereto:—

"‡Salary rate applicable only to holders of the Teacher's General Certificate who before 1st January, 1920, entered upon training under Chapter III of the Regulations for the Preliminary Education, Training and Certification of Teachers for Various Grades of Schools (Scotland), 1906 to 1915, or training which for the purposes of this Schedule is approved as equivalent thereto."

Commencement and Period of Operation

2. These Regulations shall come into operation on 15th June, 1951, and shall remain in force until 31st March, 1954.

Citation

3. These Regulations may be cited as the Teachers' Salaries (Scotland) (Amendment No. 1) Provisional Regulations, 1951.

Hector McNeil,
One of His Majesty's Principal Secretaries of State.

St. Andrew's House,
Edinburgh, 1.
13th June, 1951.

(a) 9 & 10 Geo. 6. c. 72. (b) 12, 13 & 14 Geo. 6. c. 19. (c) S.I. 1951 No. 460, p. 612 above.