TEACHERS

1954 No. 403 (S. 41)

The Teachers' Salaries (Scotland) Regulations, 1954

Made - - - -	*26th March*, 1954
Laid before Parliament	*31st March*, 1954
Coming into Operation	*1st April*, 1954

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

PART I

INTRODUCTION AND INTERPRETATION

Citation and commencement

1.—(1) These Regulations may be cited as the Teachers' Salaries (Scotland) Regulations, 1954.

(2) These Regulations shall come into operation on 1st April, 1954.

Definitions

2.—(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 Regulations 6, 7, 8, 9 and 10 of Part II of these Regulations apply 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 annual rate by reference to which the basic element of the salary payable to any teacher in each successive service year shall be calculated;

(*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 of 1901 to 1915, 1926(c), or 1936(d), or the Adult Education (Scotland) Regulations, 1934(e), or the Adult Education (Scotland) (Residential Institutions) Regulations, 1936(f), or the Adult Education (Scotland) (Residential Institutions) Regulations, 1938(g), or the Adult Education (Scotland) (Residential Institutions) Grant Regulations, 1951(h);

(*g*) "Further education centre" has the meaning ascribed to it in the Further Education (Scotland) Code, 1952(i), but includes only centres under the management of an education authority and centres in respect of which grants are made by the Secretary of State to the managers other than grants in aid of the managers' contributions under Part IV of the Act of 1946;

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

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

(a) 9 & 10 Geo. 6. c. 72.
(b) S.I. 1950/915 (1950 I, p. 590).
(c) S.R. & O. 1925/1366 (1925, p. 313).
(d) S.R. & O. 1936/791 (Rev. VI, p. 627: 1936 I, p. 911).
(e) S.R. & O. 1934/1343 (Rev. VI, p. 617: 1934 I, p. 549).
(f) S.R. & O. 1936/1292 (1936 I, p. 908).
(g) S.R. & O. 1938/811 (Rev. VI, p. 621: 1938 I, p. 1188).
(h) S.I. 1951/740 (1951 I, p. 605).
(i) S.I. 1952/2201 (1952 I, p. 854).

(*j*) "Permanent staff" means staff employed whole-time for the period between the commencement and the termination of employment under a contract which provides expressly or by implication for the termination of the employment on not less than one month's notice;

(*k*) "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;

(*l*) "Regulations of 1945", "Regulations of 1948" and "Regulations of 1951" mean respectively the Teachers' Salaries (Scotland) Regulations, 1945(**a**), the Teachers' Salaries (Scotland) Regulations, 1948(**b**), and the Teachers' Salaries (Scotland) Regulations, 1951(**c**), and "Regulations of 1945 to 1951" means the Regulations of 1945, the Regulations of 1948 and the Regulations of 1951, or any one or more of them as the context may require;

(*m*) "Responsibility element" means that part of the salary of a teacher to which Regulation 11 of Part II of these Regulations applies;

(*n*) "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;

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

(*p*) "School year" means a period of twelve months beginning on 1st August in any year;

(*q*) "Service" means the employments, services and occupations mentioned in Regulation 7 of Part II of these Regulations;

(*r*) "Service year" means a continuous period or a succession of separate periods of service extending to three hundred and sixty-five days (excluding 29th February) of whole-time employment, the first service year of a teacher beginning on the first day of his service and each subsequent service year beginning on the day of service following that on which the preceding service year was completed;

(*s*) "Teacher" means a person who is or has been employed 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

(**a** S R & O. 1945/1545 (Rev. VI, p. 784: 1945 I, p. 359).
(**b** S I 1948/611 (Rev. VI p. 798: 1948 I, p. 822).
(**c**) S.I. 1951/460 (1951 I, p. 612).

accordance with Regulations made under the Education (Scotland) Acts, 1872 to 1945, or under subsection (2) of section 77 of the Act of 1946;

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

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

(*v*) "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 or was at the time of the employment generally accepted by those engaged in the employment whether as employers, employees or self-employed persons as amounting to a full day's work; and a teacher on the temporary staff may, at the discretion of the education authority, be deemed for the purposes of these Regulations to be in whole-time employment on mid-term or other special holidays and half holidays granted to the pupils attending the school in which he is employed; and the expression "employed whole-time" shall be construed accordingly.

(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 to 1951 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

3.—(1) The Interpretation Act, 1889(b), 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.

PART II

SALARIES OF TEACHERS EMPLOYED IN THE PROVISION OF PRIMARY AND SECONDARY EDUCATION

APPLICATION

Teachers to whose salaries this Part of the Regulations applies

4. Subject to the provisions of the next following Regulation, this Part of these Regulations shall apply to the calculation of the salaries of all certificated teachers employed whole-time by an education authority throughout or at any time during the period beginning on 1st April, 1954, and

(a) S.R. & O. 1931/180 (Rev. VI, p. 758: 1931, p. 363). (b) 52 & 53 Vict. c. 63.

terminating on 31st March, 1957, both days inclusive, and of the uncertificated teachers of technical subjects specified in Part I of the First Schedule annexed hereto:

Provided that the said certificated and uncertificated teachers were, in the opinion of the authority, so employed wholly or mainly in the provision of, or in connection with, primary and secondary education or either of them, but the said Part shall not apply to the salaries of teachers employed in approved schools within the meaning of the Children and Young Persons (Scotland) Act, 1937(a).

Modification of Regulations in special cases

5.—(1) Where the education authority satisfy the Secretary of State that for special reasons they have been or are likely to be unable to obtain or to retain the services of a teacher with the qualifications, personality, or experience desirable for any of the posts specified in the next following paragraph and that these Regulations should be modified in their application to any occupant of any such post, it shall be in the power of the Secretary of State to direct that for such period beginning not earlier than 1st April, 1954, as may be specified in the direction, these Regulations shall apply to the salary of the occupant of the said post with such modifications as he may prescribe.

(2) The posts to which the last foregoing paragraph shall apply are any of the following posts:—

(*a*) head teacher or deputy head teacher of, or second master or first assistant or 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, other than any of such posts as is wholly or mainly in the primary department of any such school,

(*b*) head teacher of a special school,

(*c*) a teacher whose whole-time employment includes part-time employment in a further education centre,

(*d*) 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, and

(*e*) a teacher who is required to carry out work of an experimental character.

(3) Where a teacher—

(*a*) remains in a post, or

(*b*) is transferred at the desire of the education authority to another post for reasons other than inefficiency or indiscipline—

then, if the application of this Part of these Regulations to his salary either would result in a reduction in the basic element or in the responsibility element of his salary or would, in the opinion of the Secretary of State, be inequitable having regard to any direction in relation to his salary given under the Regulations of 1945 to 1951, the Secretary of State may, on the application of the teacher or of the education authority, direct that, for such period beginning not earlier than 1st April, 1954, as may be specified in the direction, these Regulations shall apply to the salary of the said teacher with such modifications as he may prescribe:

(a) 1 Edw. 8 & 1 Geo. 6. c. 37.

Provided that a direction shall not be given under this paragraph—

(i) where a teacher is transferred from a remote school within the meaning of Regulation 9 to a school which is not a remote school or to a remote school in which the amount of the increase in his salary under Regulation 9 is reduced, or from a school on a distant island within the meaning of Regulation 10 to a school which is not on such an island; or

(ii) in respect of the loss of a responsibility element payable under paragraph (4) of Regulation 11 of these Regulations; or

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

(*a*) than the corresponding average in the school year when he was appointed to the post or in any subsequent school year before that beginning on 1st August, 1948, or

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

(4) Any application to the Secretary of State for a direction under this Regulation shall state the reasons for the application and specify the modification desired. The Secretary of State shall send a copy of any application by a teacher under paragraph (3) of this Regulation to the National Joint Council for consideration by the teachers' representatives on the Council. The said representatives may, within six weeks, submit their views on the application to the Secretary of State, and he shall have regard to any views so submitted.

(5) Where a school which was a remote school within the meaning of the Regulations of 1951 is not a remote school within the meaning of Regulation 9 of these Regulations or is not treated as a remote school under the said Regulation or is not a school on a distant island within the meaning of Regulation 10 of these Regulations, the basic scale of a teacher who was employed in the said school on 31st March, 1954, shall continue to be increased by the amount by which it was increased under the Regulations of 1951 so long as he continues to be employed in the said school.

(6) A direction given by the Secretary of State in terms of Regulation 8 of the Regulations of 1951 shall cease to have effect after 31st March, 1954.

Basic Element of Salary

Assessment of basic element of salary

6.—(1) The annual rate of the basic element to be included in the salary of a teacher in any salary year shall be calculated by reference to the length of the service of the teacher on the first day of that salary year and to a basic scale set forth in Part II of the First Schedule annexed hereto and to any increase to which the teacher is entitled under Regulations 8, 9 or 10 of these Regulations:

Provided that where because of the grant of a certificate to, or of an improvement in the qualification of, a teacher a basic scale falls to be substituted for the scale by reference to which the calculation was first made, the annual rate shall be recalculated by reference to the substituted scale and to the length of service of the teacher on the first day of the salary year, and the revised rate shall come into operation on the day with effect from which

the certificate was granted or the qualification improved or the day on which the teacher applied to have the substitution made, whichever is the later.

(2) Where the teacher—

(*a*) holds the qualification or one of the qualifications described in column (4) opposite to a serial number in Part I of the said Schedule, or

(*b*) has ceased to hold the said qualification under Article 13 of the Superannuation Scheme for Teachers in Scotland approved by Order in Council on 30th July, 1919(**a**), or Article 13A of the Superannuation Scheme for Teachers (Scotland), 1926(**b**)—

the basic scale specified opposite to the said serial number in column (2) shall be applicable where the teacher is a man, and that so specified in column (3) where the teacher is a woman :

Provided that—

(i) 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 shall be calculated by reference to the basic scale specified opposite to one only of the said serial numbers as may be selected by the teacher ; and

(ii) where a teacher is employed as an organiser or assistant organiser or supervisor of a technical subject in the whole or part of an education area the education authority shall submit to the Secretary of State their proposals and the views of the teacher thereon as to which basic scale should apply in the calculation of the basic element in the salary of the teacher, and the Secretary of State shall give a direction as to the scale which is to apply, and that scale shall be applied accordingly.

(3) In determining by reference to the basic scale found to be applicable under the last foregoing paragraph the rate of the basic element to be included in the salary of a teacher in any salary year—

(*a*) where a teacher begins any service year on the first day of a salary year, the rate shall be that for teachers in the service year in which the teacher was at the beginning of the salary year ; and

(*b*) where the teacher has completed part of any service year on the last day of the immediately preceding salary year, the rate shall be that for teachers in the service year in which the teacher was at the beginning of the salary year augmented by a fraction of the increment, if any, prescribed for the next following service year, the numerator of the said fraction being the number of months in the said part and the denominator being twelve. In this sub-paragraph the word " month " shall be construed as meaning thirty days, and 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.

(4) Where a teacher who has been employed by an education authority enters the employment of another education authority, that authority may for the purposes of this Regulation accept as accurate any record of the service of the teacher which has been accepted as accurate by the education authority who last employed him.

(5) It shall be in the power of the education authority at any time for the purposes of these Regulations to re-assess the length of service of a teacher

(**a**) S.R. & O. 1919/1105 (1919 I, p. 688). (**b**) S.R. & O. 1926/363 (1926, p. 449).

if they consider that it has been wrongly assessed, and they shall, with all convenient speed, re-assess it at the request of the teacher. If the authority and the teacher are unable to agree as to the length of the teacher's service they may jointly refer the dispute for the decision of the Secretary of State.

Calculation of length of service

7.—(1) Except as hereinafter provided, 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 aggregate of the periods or parts of periods spent by him, after attaining the age of 18 years, in any of the following employments, services and occupations shall be taken into account to the extent hereinafter prescribed:—

(*a*) the whole of any period spent in 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 continuation class;

(iii) in a further education centre;

(iv) 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;

(v) in a school conducted or aided by an education authority in terms of section 8 of the Education (Scotland) Act, 1918(**b**);

(vi) 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;

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

(viii) 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;

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

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

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

(*b*) the whole of any period spent in service recorded as first class service under the Teachers Superannuation Scheme by virtue of the provisions of the Education (Scotland) (War Service Superannuation) Act, 1914(**e**), or of the Education (Scotland) (War Service Superannuation) Act, 1939(**f**);

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

(**a**) 8 Edw. 7. c. 63. (**b**) 8 & 9 Geo. 5. c. 48. (**c**) 24 & 25 Geo. 5. c. 29.
(**d**) 25 & 26 Geo. 5. c. 8. (**e**) 4 & 5 Geo. 5. c. 67. (**f**) 2 & 3 Geo. 6. c. 96.
(**g**) 2 & 3 Geo. 6. c. 95.

(*d*) the whole of any period spent in employment in an educational capacity—

(i) as a member of any of the Armed Forces of the Crown, or

(ii) as a civilian with any of the said Forces or in any establishment for the benefit of past or present members of the said Forces or their children ;

(*e*) the whole of any period spent in whole-time service under the National Service Act, 1948(**a**), 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(**b**), 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*) the whole of any period spent in employment which has been accepted by the Ministry of Education for the purposes of the Teachers (Superannuation) Acts, 1918 to 1946, other than—

(i) employment in an educational establishment in Scotland, and

(ii) non-teaching employment which has been so accepted by virtue of the Rules made under the provisions of section 2 of the Superannuation (Miscellaneous Provisions)Act, 1948(**c**), or under any other enactment having a similar purpose ;

(*g*) the whole of any period spent in 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(**d**), or out of the Pension Fund established under the National School Teachers (Ireland) Act, 1879(**e**) ;

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

(*i*) the whole of any period spent in whole-time paid employment by an education authority as a director, deputy 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*) periods not exceeding in the aggregate two years of which not more than one year was spent in 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, and not more than one year in similar employment in one other country furth of Scotland (including in each case reasonable time for travelling and vacations), provided in each case that the period in question was not an integral part of a degree course ;

(*k*) the whole of the period or of the aggregate of the periods spent in service in the Armed Forces of the Crown or in the other services specified in paragraph (3) of Regulation 4 of the Regulations of 1951, or in other work of national importance approved under the said paragraph which was deemed under the said paragraph to have been a period of service ;

(**a**) 11 & 12 Geo. 6. c. 64. (**b**) 7 & 8 Geo. 6. c. 15. (**c**) 11 & 12 Geo. 6. c. 33.
(**d**) 16 & 17 Geo. 5. c. 16 (N.I.). (**e**) 42 & 43 Vict. c. 74.

(*l*) so much of any period spent in the Armed Forces of the Crown or in the other services or employments or occupations specified in the last foregoing sub-paragraph as was not deemed to have been service under the said paragraph (3) of Regulation 4 of the Regulations of 1951, but as was deemed by the education authority then employing the teacher to have been service under paragraph (i) of proviso (*c*) to paragraph (2) of Regulation 3 of the Regulations of 1948 or paragraph (*a*) of proviso (iii) to paragraph (2) of Regulation 2 of the Regulations of 1945, provided that the teacher is in the employment of the said education authority or of another education authority whose practice was to deem such periods to have been periods of service;

(*m*) the whole of the period spent in employment approved after consultation with the National Joint Council under sub-paragraph (*h*) (v) of paragraph (1) of Regulation 1 of the Regulations of 1945, whether the teacher had attained the age of 18 while so employed or not;

(*n*) so much of any period spent in employment in a teaching or other capacity as was approved after consultation with the National Joint Council under sub-paragraph (*m*) of paragraph (15) of Regulation 1 of the Regulations of 1948, whether the teacher had attained the age of 18 while so employed or not;

(*o*) so much of any period of experience within the meaning of paragraph (4) of Regulation 4 of the Regulations of 1951 as was taken into account for the purposes of the said paragraph in accordance with a decision of the Secretary of State made after consultation with the National Joint Council; and

(*p*) the whole of a period of employment, service or occupation, not being an employment, service or occupation within the meaning of the foregoing provisions of this Regulation, which was treated by an education authority as a period of service for the purpose of payment of salary on or before 31st March, 1945, or under the Regulations of 1945, provided that the teacher is in the employment of the said education authority or of another education authority whose practice was to deem such periods to have been periods of service.

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

(3) Subject to the provisions of paragraphs (5) and (8) 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

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

or satisfies the education authority that he has, for one or more periods, been engaged whole-time between 1st September, 1939, and 31st March, 1949, both dates inclusive, in a type of other work of national importance which has been 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 (8) of this Regulation, in the calculation of the length of service of a teacher there shall be taken into account as service, to such extent as the Secretary of State after consultation with the National Joint Council may decide, any periods including holiday periods (hereinafter referred to as " periods of experience ") during which the teacher, after having attained the age of 21 years, was gaining experience which in the opinion of the Secretary of State is or is likely to be of value to him as a teacher. This paragraph shall not apply to periods during which the teacher was undergoing whole-time education, or whole-time training for the teaching profession, or apprenticeship to a profession or trade, except in so far as the said experience was gained during holiday periods. In this paragraph the expression " holiday period " means a holiday period of not less than twenty consecutive working days and no period of experience of less than twenty consecutive working days in a holiday period shall be taken into account under this paragraph.

(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) Subject to the provisions of paragraph (8) of this Regulation, a certificated teacher who had attained the age of 28 years before he became a certificated teacher shall be deemed to have been in service for one-third of the period between his 28th 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, there shall be left out of account any period subsequent to the said birthday which—
  (*a*) has been taken into account as service under any of the foregoing provisions of this Regulation, except where it is a period of war service which, under paragraph (*b*) of section 1 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, or
  (*b*) is subsequent to recognition as a certificated or qualified teacher by the Board of Education or the Ministry of Education or by any other approved authority ;

(ii) where there has been taken into account as service to less than its full extent—
  (*a*) a period spent in employment in a teaching or other capacity under sub-paragraph (*n*) of paragraph (1), or
  (*b*) a period of experience under sub-paragraph (*o*) of paragraph (1), or
  (*c*) a period of experience approved under paragraph (4)—

of this Regulation, the part of the period 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 taken into account as service bears to the whole of the period ; 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) In calculating for the purposes of sub-paragraph (*a*) of paragraph (1) of this Regulation the length of service of a teacher who has served on the temporary staff for the whole or part of a salary year, the teacher shall not be credited with more than a service year in respect of his employment in that salary year.

(8) 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 ten 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 or of Regulation 4 of the Regulations of 1951, taken into account a greater aggregate, the said greater aggregate shall continue to be taken into account for the purposes of this Regulation.

(9) For the purposes of this Regulation each day of whole-time employment on the permanent staff of an education authority shall reckon as one day of service and each day of whole-time employment on the temporary staff of an education authority shall reckon as 1·825 days of service:

Provided that where, under the Regulations of 1945 to 1951, a day of whole-time employment has been reckoned as a day of whole-time employment on the permanent staff, it shall continue to be so reckoned notwithstanding the revised definition of " permanent staff " contained in sub-paragraph (*j*) of paragraph (1) of Regulation 2 of these Regulations.

Increase of basic scales in special cases

8.—(1) Where the basic element in the salary of a teacher is not calculated according to Scale I or Scale VII of 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 a further education centre—

his basic scale shall be increased throughout by the sum of £25. Although the teacher may have been granted more than one such qualification, the basic scale shall not be increased under this paragraph by more than £25.

(2) Where a teacher whose basic scale has been increased under the last foregoing paragraph holds, in the special subject which he is employed to teach, a third class honours degree of a university in the United Kingdom or a first or a second class honours degree of such a university which is not approved for the purpose of the grant of a teacher's certificate under Chapter V of the Training Regulations, the basic scale shall be further increased by £25 in the case of a man and by £20 in the case of a woman.

(3) Where a teacher is employed whole-time in a special school or in special classes, his basic scale shall be increased throughout by £100 if he holds the Manchester University Certificate for Teachers of the Deaf, or by £75 if he

holds the qualification referred to in paragraph (4) of Regulation 6 of the Code or any other qualification approved for the purposes of this Regulation, or by £25 if he does not hold the said Certificate or such a qualification.

Increase of basic scales of teachers in remote schools

9.—(1) Subject to the provisions of paragraph (2) and paragraph (3) of this Regulation, the basic scale of a teacher whose whole-time employment is in a remote school or of a teacher whose whole-time employment includes employment in a remote school near which he lives shall be increased as follows:—

(*a*) where the recognised route from the school to the recognised centre of population conforms to one only of the descriptions set forth in sub-paragraph (*d*) of paragraph (4) of this Regulation, by £40 ; or

(*b*) where the said recognised route conforms to any of the descriptions set forth in head (i) of the said sub-paragraph and to either of the descriptions set forth in head (ii) of the said sub-paragraph, by £70.

(2) Where, because of exceptional disadvantages arising out of the isolated situation of a school, the education authority are of opinion—

(*a*) where the school is a remote school, that the increase provided for in the last foregoing paragraph is insufficient, or

(*b*) where the school is not a remote school, that the basic scale of a teacher employed whole-time in the school or of a teacher who lives near the school and whose whole-time employment includes employment in the school is insufficient—

they may report their opinion to the Secretary of State and suggest the amount of the increase which they consider reasonable, and, if the Secretary of State agrees with the opinion of the education authority, he may authorise the proposed increase or an increase of such other amount as he considers reasonable, and the basic scale shall be increased accordingly.

(3) Where the education authority are of opinion that no increase should be made in the basic scale of a teacher in a remote school under paragraph (1) of this Regulation or that the increase should be smaller than that prescribed in the said paragraph, they may report their opinion to the Secretary of State together with their reasons and the views of the teacher concerned, and, if the Secretary of State, after considering the views submitted to him, agrees with the opinion of the education authority, he may direct that no increase shall be made or authorise the payment of a smaller increase than that prescribed in the said paragraph, and the basic scale shall be increased accordingly.

(4) In this Regulation, unless the context otherwise requires—

(*a*) " centre of population " means a place where the normal number of teachers employed whole-time in primary schools and primary departments is three or more ;

(*b*) " public passenger service " means a service (other than the hiring of a vehicle or a boat) available to the public throughout the year on Saturdays and on not less than one other day each week (weather permitting) and so timed as to permit a person using the service to complete the outward and the homeward journey on the same day and to spend at least two hours at the centre of population to which he has travelled ;

(*c*) " recognised " means recognised by the education authority for the purposes of this Regulation ; and

(*d*) " remote school " means a school in which the normal number of teachers employed whole-time does not exceed two and from which the

recognised customary route to the centre of population recognised as the centre normally used by persons living at or near the school—

(i) includes not less than—

(*a*) 15 miles or thereby on land or on land and water, or

(*b*) 8 miles or thereby on water which is recognised as sheltered water or partly as sheltered and partly as exposed water, or

(*c*) 2 miles or thereby on water which is recognised as exposed water, or

(ii) lacks a public passenger service for not less than—

(*a*) 5 miles or thereby on land, or

(*b*) half a mile or thereby on water.

Increase of basic scales of teachers in distant islands

10. Where a teacher is employed in a school in a distant island, his basic scale shall be increased throughout by the sum of £40, and the said increase shall be additional to any increase made under the last foregoing Regulation. In this Regulation the expression " distant island " means any of the Orkney Islands, of the Shetland Islands or of the Outer Hebrides, and the islands of Tiree, Coll and Colonsay.

RESPONSIBILITY ELEMENT OF SALARY

Assessment of responsibility element

11.—(1) Where a teacher 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 included in his salary, 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 or in Part II of the said Schedule, as the case may be:

Provided that—

(i) 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 I, responsibility element shall be included in respect of only one of the said posts to be selected by the teacher ;

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

(iii) if the teacher is employed part-time in a post included in Group C of the said Part, the responsibility element to be included in his salary 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 ; and

(iv) if the teacher is employed in a post included in Group D, no responsibility element shall be included in his salary in respect of any other post to which the Second Schedule applies.

(2) Where a teacher has been appointed to 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.

(3) Where a teacher continues to perform the duties in respect of which he received a responsibility element under serial number 12, or serial number 13, or serial number 14 of Part I of the Second Schedule to the Regulations of 1948, the education authority shall include in his salary the responsibility element provided for under serial number 31, or serial number 32, or serial number 33, respectively, of Part I of the Second Schedule to these Regulations.

(4) Where a teacher is employed to perform in a school the duties of a post of special responsibility in place of a teacher who is temporarily absent from the post or pending a permanent appointment to the post, then

(*a*) if the teacher was not already in the employment of the education authority, or was employed by the authority in a different school, the authority shall include in his salary a responsibility element at the same annual rate as the responsibility element in the salary paid to the absent teacher or in the salary of the teacher who last held the post, and the responsibility element shall vest in the teacher as salary vests in a member of the temporary staff ; and

(*b*) if the teacher was employed by the authority in the school, he shall not be entitled to have a responsibility element at the rate prescribed in the last foregoing sub-paragraph included in his salary until he has been employed in the post of special responsibility for twenty school days, whether consecutive or not ; and on the completion of the said twenty school days the said responsibility element in respect of his employment in the said post for the said twenty days shall vest in him, and thereafter the said responsibility element shall vest in him in respect of each day in which he is employed in the said post, and the responsibility element under this sub-paragraph shall vest in the teacher as salary vests in a member of the temporary staff :

Provided that—

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

(ii) where, in a case to which either sub-paragraph (*a*) or sub-paragraph (*b*) applies, a responsibility element is already included in the salary of the teacher in respect of other special responsibilities, that responsibility element and the responsibility element for which this paragraph provides shall be subject to such of the provisos to paragraph (1) of this Regulation as may be applicable.

In this paragraph the expression " school day " means a day upon which a meeting is held of the school in which the teacher is employed or a meeting is held of any of the schools to which his special responsibilities under this paragraph extend, and " meeting " has the meaning attributed to it by sub-paragraph (*g*) of paragraph (1) of Regulation 1 of the Code.

(5) Where an education authority are of opinion—

(*a*) that a post to which the foregoing provisions of this Regulation do not apply is one of special responsibility and consider that the salary of the teacher appointed to the post should include a responsibility element, or

(*b*) that in the particular circumstances of a post of special responsibility the responsibility element payable to the teacher appointed to the said post is inadequate—

they may report their opinion to the Secretary of State and recommend the annual rate of the responsibility element which they consider appropriate to the said special responsibility and the period during which the responsibility element or increased responsibility element should be paid and the Secretary of State, after consultation with the National Joint Council, may authorise the inclusion of a responsibility element, or of an increased responsibility element, at such annual rate and for such period as he considers appropriate in the salary of the teacher appointed to the post.

(6) 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**), or the Schools Registration (Scotland) Rules, 1951(**b**), as the case may be, 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 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 1950, 1951 and 1952. 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. In the following circumstances the Secretary of State may, on the application of the education authority or of a teacher, prescribe the said average number to be taken, or may prescribe an alternative method by which the said average number shall be calculated and the average number so prescribed or so calculated shall be used in the calculation of the responsibility element payable to the teachers concerned with effect from such date not earlier than 1st April, 1954, as the Secretary of State may prescribe. The said circumstances shall be—

(*a*) where a school is opened or was opened after 1st August, 1950,

(*b*) where a change in the organisation of education in the area affecting a school is made by an education authority, or has been so made after 1st August, 1950, which 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, or

(*c*) where a movement of population or any other cause has had the effect described in the last foregoing sub-paragraph and the said average number has remained in the said one or more grades for a period of not less than one year.

(**a**) S.R. & O. 1939/422 (Rev. VI, .638: 1939 I, p. 695).
(**b**) S.I. 1951/569 (1951 I, p. 595).

GENERAL AND ADMINISTRATIVE PROVISIONS

Adjustment of salary on transfer to permanent staff

12. Where in any salary year a teacher after serving on the temporary staff serves on the permanent staff, his salary in respect of his service on the permanent staff shall be so adjusted that he does not in that salary year receive more salary than he would have received if his appointment to the temporary staff had been an appointment to the permanent staff.

Vesting and payment of salary

13.—(1) One three-hundred-and-sixty-fifth part of the annual salary rate applicable to the salary of a teacher on the permanent staff shall vest in him each day. One two-hundredth part of the annual salary rate applicable to the salary of a teacher on the temporary staff shall vest in him each day upon which he is in whole-time employment.

(2) Salaries may be paid in advance or in arrear, in such instalments and at such reasonable intervals as the education authority may think fit.

Teachers on the temporary staff

14. Subject to the provisions of:—

(*a*) sub-paragraph (*v*) of paragraph (1) of Regulation 2 (which relates to " whole-time employment "),

(*b*) paragraphs (2), (7) and (9) of Regulation 7 (which relate to calculation of length of service on a temporary staff),

(*c*) paragraph (1) of Regulation 13 (which relates to the vesting of salary in a teacher in whole-time employment on a temporary staff),

and to such other modifications as may be necessary, Part II of these Regulations shall apply to the salary of a teacher on the temporary staff as they apply to the salary of a teacher on the permanent staff.

Teachers resident at schools

15. The employment remunerated under these Regulations shall be deemed not to include that part of the employment of a teacher resident at a school or other educational establishment which is not normally included in the employment of teachers not so resident.

Teachers absent from duty

16.—(1) Where a teacher is absent as a result of illness or injury, or for the protection of pupils against infection to which the teacher has been exposed or against an illness from which the teacher has suffered, or in preparation for and recovery from confinement, the education authority may reduce the rate of his salary:

Provided that the reduction does not exceed the reduction applicable to the circumstances of his case recommended in any deliverance of the National Joint Council in force during the teacher's absence, which contains provisions relating to—

(*a*) the periods, or the aggregate of the periods, of absence after which reduced rates are to operate,

(*b*) the reduced rates,

(*c*) the lengths of the periods for which the reduced rates are to operate,

(*d*) the medical evidence which the teachers are required to produce, and

(*e*) administrative and consequential matters.

(2) Where a teacher is absent with leave of the education authority for any reason other than those to which the last foregoing paragraph applies, the education authority may reduce the rate of his salary:

Provided that the reduction does not exceed the reduction applicable to the circumstances of his case recommended in any deliverance of the National Joint Council applicable to the circumstances.

Postponement of increments

17.—(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 these Regulations, to postpone for one salary year all increments payable to the said teacher in accordance with his basic scale after the date of the adoption of the resolution for the said postponement.

(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 inquiry into the reasons for the postponement, the Secretary of State shall make such inquiry as he sees fit, and if as a result of such inquiry 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 revoke any resolution adopted under this Regulation, and the resolution shall thereupon cease to have effect in relation to the salary year in which the education authority resolve to revoke the resolution and in subsequent salary years.

Procedure in applications by teachers

18. Where a teacher is entitled to submit to the Secretary of State an application or an appeal or a petition under this Part of these Regulations—

(1) the teacher shall submit the application, appeal or petition to the education authority, who shall, with all convenient speed, submit it to the Secretary of State together with any views which they may desire to express, or

(2) the application, appeal or petition may be submitted by the education authority on behalf of the teacher, and any application, appeal or petition so submitted shall be held to have been submitted with the teacher's approval unless the contrary is proved.

Responsibility for establishment of facts in applications by teachers

19. Where an application is made by a teacher under this Part of these Regulations which requires a decision by the Secretary of State, the responsibility for establishing to the satisfaction of the Secretary of State the facts upon which the application is based shall rest upon the teacher. This Regulation shall with the necessary modifications apply to an application by a teacher requiring a decision by the National Joint Council or the education authority.

PART III

Salaries of Teachers employed in the Provision of Further Education

Continuation of Regulations of 1951

20.—(1) Notwithstanding the provisions of Regulation 11 of the Regulations of 1951, of Regulation 2 of the Teachers' Salaries (Scotland) (Amendment No. 1) Provisional Regulations, 1951(**a**), and of Regulation 2 of the Teachers' Salaries (Scotland) (Amendment No. 2) Provisional Regulations,

(**a**) S.I. 1951/1051 (1951 I, p. 635).

1952(a), (hereinafter collectively referred to as the "Regulations of 1951 and 1952") the Regulations of 1951 and 1952 shall continue in force in relation to the salaries of the teachers aftermentioned from 1st April, 1954, until such time as new Regulations relating to the said salaries come into operation.

(2) The Regulations of 1951 and 1952 shall apply to the salary of every certificated teacher employed whole-time by an education authority throughout, or at any time during, the continuance of the said Regulations and of every uncertificated teacher of technical subjects specified in Part I of the First Schedule annexed to the said Regulations so employed:

Provided that—

(i) the teacher was, in the opinion of the education authority, so employed wholly or mainly in the provision of, or in connection with, further education; and

(ii) a direction given under paragraph (1) of Regulation 8 of the Regulations of 1951 that the Regulations shall not apply to the salary of the said teacher is not in force.

(3) The annual rate of the salary of a teacher to whose salary the Regulations of 1951 and 1952 apply shall, in addition to the increase for which provision was made in the Regulations of 1952, be increased by £45 in the case of a man and by £40 in the case of a woman; and accordingly the Regulations of 1951 shall, in relation to any salary payable in respect of employment on or after 1st April, 1954, be construed as follows:—

(*a*) for the purposes of paragraph (2) of Regulation 8, the increase effected by this Regulation shall be left out of account; and

(*b*) Part II of the First Schedule shall be construed as if each sum in the basic scales for men, therein set forth, were increased by £85 and as if each sum in the basic scales for women, therein set forth, were increased by £72.

(4) (*a*) Subject to the provisions of the next following sub-paragraph, any direction given by the Secretary of State under paragraph (1) of Regulation 8 of the Regulations of 1951 shall remain in force during the continuance in operation of the said Regulations.

(*b*) Any teacher in relation to whose salary such a direction is in force may represent to the education authority that his salary is inadequate having regard to the amount of the salary first paid to him under the powers conferred by the direction, to any increases which have been granted to him and to the increases in salary which have been granted to other teachers since the direction was given, and the education authority shall, with all convenient speed, submit the representation to the Secretary of State together with any views they may desire to express. The education authority may on their own initiative submit a representation on similar grounds with regard to the salary of any teacher in relation to whose salary such a direction is in force. The Secretary of State may, if he agrees that the salary is inadequate, amend the direction in such a way as to secure for the teacher a salary which the Secretary of State considers adequate. The said amendment shall operate for such period beginning not earlier than 1st April, 1954, as may be specified in the direction.

James Stuart,
One of Her Majesty's Principal Secretaries of State.

St. Andrew's House,
Edinburgh, 1.
26th March, 1954.

(a) S.I. 1952/1365 (1952 I, p. 864).

FIRST SCHEDULE (*Regulation 6*)

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 Special Certificate:—
1	I	VII	(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 a further education centre, or is employed as an educational psychologist;
2	I	VII	(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;
3	II	VIII	(3) where the teacher is not employed as in (1) or (2).
			Teacher's General Certificate:—
4	II	VIII	(1) granted in respect of graduation and training;
5	II	IX	(2) granted in respect of a four years' course of training or, in the case of a woman whose training was completed before October, 1933, in respect of a three years' course;
6	II	X	(3) granted in respect of a course of training of less than four years, except in the cases of women to whom the last foregoing serial number applies.
			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	II	VIII	(*a*) in Art;
8	III	IX	(*b*) in Physical Education;
			(*c*) in Domestic Subjects:—
9	—	IX	(i) Group III (Cookery, Laundrywork, Housewifery, Needlework and Dressmaking), or Groups I and II, or an approved equivalent;
10	—	X	(ii) Group I (Cookery, Laundrywork and Housewifery with or without Needlework), or Group II (Needlework, Dressmaking and Millinery), or Needlework;

Serial Number	Basic Scale in Part II		Qualification of Teachers to whose Salaries the Scales apply
(1)	Men (2)	Women (3)	(4)
			(*d*) in other subjects:—
11	I	VII	(i) where the teacher holds a 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 a further education centre;
12	II	VIII	(ii) where the teacher holds a degree of a Scottish University (or other qualification approved for the purpose of this serial number);
13	III	IX	(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	IV	XI	(*a*) under serial number 1 or serial number 2 of footnote (*cc*) to the said paragraph (*bb*);
15	V	XII	(*b*) under serial number 3 or serial number 4 of footnote (*cc*) to the said paragraph (*bb*).
			Teacher's General Certificate or Teacher's Technical Certificate:—
16	I	VII	(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;
17	I	VII	(2) where the teacher is employed as an educational psychologist and holds (i) a 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.
18	VI	XIII	*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						
	Honours Graduate	Graduate	Non-graduate (Technical)			Uncertificated (Technical)	Honours Graduate	Graduate	Non-graduate (General or Technical)				Uncertificated (Technical)
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
	£	£	£	£	£	£	£	£	£	£	£	£	£
1st	620	520	480	470	455	445	507	457	437	407	407	387	367
2nd	640	535	495	485	465	445	522	467	447	417	417	397	367
3rd	660	550	510	500	475	455	537	477	457	427	427	407	377
4th	680	565	525	515	485	465	552	487	467	437	437	417	387
5th	700	580	540	530	495	475	567	497	477	447	447	427	397
6th	720	595	555	545	505	485	582	507	487	457	457	437	407
7th	740	610	570	560	515	495	597	517	497	467	467	447	407
8th	760	625	585	575	525	505	612	527	507	477	477	457	417
9th	780	640	600	590	535	515	627	537	517	487	487	467	427

10th	...	...	800	655	615	605	550	525	647	547	527	497	497	477	437
11th	...	...	820	670	630	620	565	535	667	562	537	507	507	487	447
12th	...	...	840	690	650	635	580	550	687	577	547	517	517	497	457
13th	...	...	860	710	670	650	595	565	707	597	557	527	527	507	467
14th	...	...	880	730	690	665	610	580	727	617	567	537	537	517	477
15th	...	...	900	750	710	680	625	595	747	627	577	552	547	527*	487
16th	...	...	920	770	730	695	640	610	767	637	587	567	557	—	497
17th	...	...	940	790	750	710	655	625	787	652	597	582	567	—	507*
18th	...	...	960*	810*	770	730*	670*	640*	807*	667*	607	597	577	—	—
19th	...	...	—	—	790	—	—	—	—	—	617	612	587*	—	—
20th	...	...	—	—	810*	—	—	—	—	—	627†	627†	—	—	—
21st	...	...	—	—	—	—	—	—	—	—	637‡	637‡	—	—	—
22nd	...	...	—	—	—	—	—	—	—	—	652‡	652‡	—	—	—
23rd	...	...	—	—	—	—	—	—	—	—	667‡*	667‡*	—	—	—

* Annual rate of basic element of salary applicable to each further year of service under this scale.

† Annual rate of basic element of salary applicable to each further year of service except for the teachers mentioned in the next footnote.

‡ Annual rate of basic element of salary 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.

SECOND SCHEDULE (*Regulation* 11)

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	
19	*Head Teacher of:—* (*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
20	(*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
21	(*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
22	(*d*) a School for Deaf or Hard-of-Hearing Children;	XVII
23	(*e*) a School for Blind or Partially-sighted Children;	XVIII
24	(*f*) a School for Mentally Handicapped Children;	XIX
25	(*g*) a School for Physically Handicapped Children, other than Blind or Deaf Children;	XIV
26	(*h*) a School for Children of two or more of the categories described in (*d*), (*e*), (*f*) and (*g*).	XIX
27	*Deputy Head Teacher, Second Master, First Assistant or Senior Woman Assistant* in a School as described opposite to serial number 19 or in the Primary Department of a School as described opposite to serial number 20 or serial number 21 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)
28	*Infant Mistress* in a School as described opposite to serial number 19 or in the Primary Department of a School as described opposite to serial number 20 or serial number 21 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 19, or that would be so payable in the case of a school as described opposite to serial number 20 or serial number 21 if the school consisted only of the primary department.
29	*Deputy Head Teacher, Second Master, or First Assistant* in a School as described opposite to serial number 20 or serial number 21 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.
30	*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 in which there is an aggregate of 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 School or Schools in which the teacher is employed:—	
31	(*a*) being a School or Schools as described opposite to serial number 20 of this Part of this Schedule;	XX
32	(*b*) being or including a School as described opposite to serial number 21 of this Part of this Schedule.	XX and XXI
33	*Principal Teacher of a subject or combination of subjects* in which there is an aggregate of 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 School or Schools in which the teacher is employed, being a School as described opposite to serial number 20 or serial number 21 of this Part of this Schedule or Schools as described opposite to either or both of the said serial numbers.	£40

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
34	A combined post as a *Deputy Head Teacher, Second Master or First Assistant* as described opposite to serial number 29 of this Part of this Schedule and as a *Principal Teacher* as described opposite to serial number 31, or serial number 32, or serial number 33 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 29 if the percentage of thirty-three and one-third were substituted for the percentage of twenty-five, or (*b*) a sum exceeding by £50 the responsibility element which would be payable in respect of the post of Principal Teacher alone under serial number 31, or serial number 32, or serial number 33 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:—	
35	(*a*) in a School as described opposite to serial number 20 of this Part of this Schedule;	XX
36	(*b*) in a School as described opposite to serial number 21 of this Part of this Schedule.	XX and XXI
37	A combined post as a *Woman Adviser* as described opposite to serial number 35 or serial number 36 of this Part of this Schedule and as a *Principal Teacher* as described opposite to serial number 31, or serial number 32, or serial number 33 of this Part of this Schedule.	The sum payable under serial number 35 or serial number 36 as the case may be together with £30 or £10 according to whether the number of hours per week of instruction in the subject or combination of subjects of which she is Principal Teacher is not less than or is less than 40 (calculated in accordance with the provisions of paragraph (4) of Regulation 7 of the Code).
	Group B	
38	*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 £15, and where it is part-time employment that sum which bears the same relation to £15 as the part-time employment bears to whole-time employment, provided that the amount of the increase shall not exceed £45.

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 a School described opposite to any of serial numbers 22 to 26 of this Part of this Schedule whose work in connection with provision made for pupils of 12 years of age or over, in the opinion of the Secretary of State, imposes on the Head Teacher not less special responsibility than is imposed by the secondary course on:—	
39	(*a*) the Head Teacher of a School described opposite to serial number 20 of this Part of this Schedule with 100 or less pupils in secondary classes;	£60
40	(*b*) the Head Teacher of a School described opposite to serial number 21 of this Part of this Schedule with 30 or less pupils in the 4th, 5th and later years of the secondary course.	£90
41	*Teacher in charge of a class for backward pupils or a class for retarded pupils* in a School as described opposite to serial number 19 or in the Primary Department of a School as described opposite to serial number 20 or serial number 21 of this Part of this Schedule.	£15 in the first service year of such service and £25 in each subsequent service year thereof.
	Group C	
42	*Teacher who is employed whole-time as Organiser or Supervisor of a Technical Subject.*	£290 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, for whole-time work, on the roll of continuation classes or further education centres in the education area by the number of supervisors or organisers of the relative technical subject employed by the education authority, or (*b*) £145, 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 1950, 1951 and 1952, and the number of supervisors or organisers of the relative technical subjects shall be the number normally employed by the education authority.

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
43	*Teacher who is employed whole-time as a Principal Educational Psychologist.*	£290 plus either (*a*) £1 in respect of each thousand of the pupils on the roll of the public schools in the education area, or (*b*) £145, 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 1950, 1951 and 1952.
44	*Teacher who is employed whole-time as a Senior Assistant Educational Psychologist or as a Sole Educational Psychologist.*	£100
45	*Teacher who is employed whole-time as an Assistant Educational Psychologist.*	£40
	Group D	
	Teacher employed as a Speech Therapist:—	
46	(*a*) who holds an approved special qualification for the post;	£85
47	(*b*) who does not hold such a qualification.	£30

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 11 (6) of these Regulations (3)	Amount of Increase (4)
48	XIV	In the whole school:—	
		50 or less (*a*)	£70
		51 to 100 (*b*)	£100
		101 to 180 (*c*)	£145
		181 to 450 (*d*)	£190
		451 to 650 (*e*)	£260
		651 or more (*f*)	£350
49	XV	In secondary classes:—	
		100 or less (*a*)	£60
		101 to 200 (*b*)	£90
		201 to 450 (*c*)	£120
		451 to 650 (*d*)	£155
		651 to 850 (*e*)	£190
		851 or more (*f*)	£230

Serial Number (1)	Scale (2)	Average number of pupils in attendance as calculated in accordance with Regulation 11 (6) of these Regulations (3)	Amount of Increase (4)
50	XVI	In 4th, 5th and later years of the secondary course:—	
		30 or less (*a*)	£80
		31 to 60 (*b*)	£115
		61 to 100 (*c*)	£150
		101 to 150 (*d*)	£195
		151 to 200 (*e*)	£240
		201 or more (*f*)	£280
51	XVII	In the whole school:—	
		10 or less (*a*)	£55
		11 to 30 (*b*)	£95
		31 to 60 (*c*)	£130
		61 to 100 (*d*)	£160
		101 or more (*e*)	£190
52	XVIII	In the whole school:—	
		20 or less (*a*)	£55
		21 to 60 (*b*)	£95
		61 to 100 (*c*)	£130
		101 to 160 (*d*)	£160
		161 or more (*e*)	£190
53	XIX	In the whole school:—	
		20 or less (*a*)	£55
		21 to 60 (*b*)	£95
		61 to 100 (*c*)	£130
		101 to 160 (*d*)	£160
		161 to 250 (*e*)	£190
		251 to 300 (*f*)	£230
		301 to 350 (*g*)	£260
		351 or more (*h*)	£290
54	XX	In secondary classes:—	
		101 to 450 (*a*)	£50
		451 to 650 (*b*)	£70
		651 or more (*c*)	£100
55	XXI	In 4th, 5th and later years of the secondary course:—	
		50 or less (*a*)	£40
		51 to 100 (*b*)	£65
		101 to 200 (*c*)	£95
		201 or more (*d*)	£130
56	XXII	In group of special classes:—	
		20 or less (*a*)	£35
		21 to 60 (*b*)	£55
		61 to 100 (*c*)	£75
		101 to 160 (*d*)	£100
		161 to 250 (*e*)	£125
		251 or more (*f*)	£150

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 employed by them in the provision of primary and secondary education during the three years beginning on 1st April, 1954; and, for teachers employed by education authorities in the provision of further education, to extend the period of operation of the Teachers' Salaries (Scotland) Regulations, 1951 and 1952, from 1st April, 1954, until new regulations relating to their salaries are made.

The basic element in the salary of primary and secondary teachers 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 for men is increased throughout by £45 and each of the basic scales for women by £40.

The scales for graduates with first or second class honours are as follows:—men, £620 rising to £960 in the eighteenth year; women, £507 rising to £807 in the eighteenth year.

The scales for ordinary graduates are as follows:—men, £520 rising to £810 in the eighteenth year; women, £457 rising to £667 in the eighteenth year.

The scale for men teachers of technical subjects who are trained for three years rises from £480 to £810 in the twentieth year.

The scale for non-graduate women trained for four years and for certain women teachers of technical subjects begins at £437 and rises to £627 in the twentieth year.

The scale for non-graduate women teachers in primary schools who have trained for three years and for certain women teachers of technical subjects who have trained for the same period rises from £407 to £627 in the twentieth year.

An ordinary graduate, or a graduate with third class honours, qualified to teach in secondary schools and employed in these schools will continue to receive an addition of £25 to the basic scale of salary. For such an honours graduate provision is made for a further addition of £25 if a man or £20 if a woman.

Some additions have been made to the special payments to teachers in remote schools, who will receive £70 or £40 according to the degree of remoteness. Provision is also made for a payment of £40 over and above the remote school payment to teachers in Orkney, Zetland, the Outer Hebrides, Tiree, Coll and Colonsay.

The responsibility element in the salaries of teachers holding posts of special responsibility have also been increased. For example, in addition to their basic element, the head teachers of the largest primary schools will receive £350, an increase of £40, the head teachers of the largest junior secondary schools £580, an increase of £90, and the head teachers of the largest senior secondary schools £860, an increase of £150.

The largest salary payable under the Regulations to a man is £1,820 and to a woman £1,667.

During the extended period of operation of the Regulations of 1951 and 1952 in their application to the salaries of teachers in further education, the basic scales under the Regulations of 1951 will be increased at all points by £45 in the case of men and by £40 in the case of women in addition to the increases of £40 and £32 provided for in the Regulations of 1952.

ELECTRICITY

1954 No. 444 (S. 46)

The North of Scotland Hydro-Electric Board (Borrowing and Stock) (Amendment) Regulations, 1954

Made - - - -	31*st March*, 1954
Coming into Operation	15*th April*, 1954

In exercise of the powers conferred on me by sections 12 and 13 of the Hydro-Electric Development (Scotland) Act, 1943(**a**), and with the approval of the Treasury, I hereby make the following Regulations:—

1. These Regulations may be cited as the North of Scotland Hydro-Electric Board (Borrowing and Stock) (Amendment) Regulations, 1954, and shall come into operation on the fifteenth day of April, 1954.

2.—(1) The following paragraph shall be substituted for paragraph (1) of Regulation 27 of the North of Scotland Hydro-Electric Board (Borrowing and Stock) Regulations, 1946(**b**)—

"(1) Stock shall be transferable by instrument in writing in any usual or common form executed by all parties to the transfer and delivered to the registrar and the registrar may retain any such instrument delivered to him."

(2) In paragraph (2) of the said Regulation 27 (which provides that an instrument requiring attestation under that paragraph must be attested by a credible witness, not being a party thereto or the spouse of a party thereto) the words "or the spouse of a party thereto" shall be omitted.

3.—(1) The following paragraph shall be substituted for paragraph (1) of Regulation 33 of the North of Scotland Hydro-Electric Board (Borrowing and Stock) Regulations, 1946—

"(1) The account on which an amount of stock of any class is standing in the register relating to stock of that class may be designated in such manner as the holder of the amount may specify, and in particular, the holder of the amount may be described as trustee of a specified trust or as trustee without specifying a trust or in any other manner indicating the capacity in which he holds the amount."

(**a**) 6 & 7 Geo. 6. c. 32. (**b**) S. R. & O. 1946/1156 (Rev. X, p. 275: 1946 I, p. 847.)