EXPLANATORY NOTE

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

These Regulations amend the Regulations for the Preliminary Education, Training, and Certification of Teachers for Various Grades of Schools (Scotland), 1931.

Regulation 2 substitutes 1st January, 1960, for 1st April, 1960, as the date with effect from which graduates with third class honours degrees who are holders of the Teacher's General Certificate may be awarded an endorsement of special qualification to teach their special subject in secondary schools.

1959 No. 2150 (S. 117)

The Teachers' Salaries (Scotland) Regulations, 1959

Made - - - -	*15th December*, 1959
Laid before Parliament	*30th December*, 1959
Coming into Operation	*1st January*, 1960

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REGULATIONS

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

And Whereas, in accordance with section 59 of the said Act, I have published a draft of the said Regulations and have had regard to the representations thereon;

Now Therefore, in the exercise of the powers conferred upon me by the said section 79 as amended, and of all other powers enabling me in that behalf, I hereby make the following Regulations:—

PART I

INTRODUCTION AND INTERPRETATION

Citation and commencement

1.—(1) These Regulations may be cited as the Teachers' Salaries (Scotland) Regulations, 1959.

(2) These Regulations shall come into operation on 1st January, 1960.

General 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 for the purposes of these Regulations;

(*c*) "Associateship of the Royal College of Science and Technology, Glasgow" includes the Associateship of the Royal Technical College, Glasgow;

(*d*) "Code" means the Schools (Scotland) Code, 1956(c);

(*e*) "College of Education" means a college administered by a governing body constituted by the Teachers (Training Authorities) (Scotland) Regulations, 1958(d), and includes a training centre or training college;

(*f*) "Continuation class" means a class conducted under the Code of Regulations for Continuation Classes in Scotland of 1901 to 1915, 1926(e), or 1936(f), or the Adult Education (Scotland) Regulations, 1934(g), or the Adult Education (Scotland) (Residential Institutions) Regulations, 1936(h), or the Adult Education (Scotland) (Residential Institutions) Regulations Minute, 1938(i), or the Adult Education (Scotland) (Residential Institutions) Grant Regulations, 1951(j);

(*g*) "Further education centre" has the meaning ascribed to it in the Further Education (Scotland) Regulations, 1959(k), 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

(a) 9 & 10 Geo. 6. c. 72.
(b) 4 & 5 Eliz. 2. c. 75.
(c) S.I. 1956/894 (1956 I, p. 735).
(d) S.I. 1958/1634 (1958 I, p. 1025).
(e) S.R. & O. 1925/1366 (1925, p. 313).
(f) S.R. & O. 1936/791 (Rev. VI, p. 627: 1936 I, p. 911).
(g) S.R. & O. 1934/1343 (Rev. VI, p. 617: 1934 I, p. 549).
(h) S.R. & O. 1936/1292 (1936 I, p. 908).
(i) S.R. & O. 1938/811 (Rev. VI, p. 621: 1938 I, p. 1188).
(j) S.I. 1951/740 (1951 I, p. 605).
(k) S.I. 1959/477 (Pt. I, p. 1068, of this vol.).

managers other than grants in aid of the managers' contributions under Part IV of the Act of 1946 ;

(*h*) " Lands and heritages " in relation to salary means lands and heritages owned by the education authority consisting of a dwelling house with any garden, yard, garage, outhouse or pertinent belonging to and occupied along with such dwelling house ;

(*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 ;

(*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 employment on each day upon which a school or further education centre in which the teacher is employed is open and for the termination of the employment on not less than one month's notice ;

(*k*) " Primary school " means 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 and includes the primary department of a secondary school ;

(*l*) " Regulations of 1945 ", " Regulations of 1948 ", " Regulations of 1951 ", " Regulations of 1954 ", " Regulations of 1955 " and " Regulations of 1956 " mean respectively the Teachers' Salaries (Scotland) Regulations, 1945(**a**), the Teachers' Salaries (Scotland) Regulations, 1948(**b**), the Teachers' Salaries (Scotland) Regulations, 1951(**c**), the Teachers' Salaries (Scotland) Regulations, 1954(**d**), the Teachers' Salaries (Scotland) (Amendment No. 1) Regulations, 1955(**e**) and the Teachers' Salaries (Scotland) Regulations, 1956(**f**) and " Regulations of 1945 to 1956 " means the Regulations of 1945, the Regulations of 1948, the Regulations of 1951, the Regulations of 1954 (including the Regulations of 1955) and the Regulations of 1956 or any one or more of them, including any Regulations amending the said Regulations, as the context may require ;

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

(i) the gross annual value of lands and heritages as entered in the valuation roll reduced in accordance with section 16 of, and paragraph 1 of the Third Schedule to, the Valuation and Rating (Scotland) Act, 1956(**g**), and, where the said lands and heritages are occupied by the teacher under conditions which do not entitle him to a reduction of rent under the said section, the said gross annual value reduced by an amount equal to the owner's share of the rates payable in respect of the said lands and heritages for the year beginning on 16th May, 1956 ; or

(ii) the amount of any allowance given to the teacher by the education authority in lieu of the occupation of lands and heritages ; and

(iii) the amount of the rates in respect of lands and heritages occupied by the teacher, where the education authority pay the said rates ;

(**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).
(**d**) S.I. 1954/403 (1954 I, p. 765).
(**e**) S.I. 1955/458 (1955 I, p. 742).
(**f**) S.I. 1956/1656 (1956 I, p. 768).
(**g**) 4 & 5 Eliz. 2. c. 60.

but does not include:—

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

(v) any emoluments receivable from an educational endowment; or

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

(vii) any special allowance paid to a teacher by the Secretary of State under the Teachers (Special Allowances) (Scotland) Provisional Regulations, 1959(a);

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

(*o*) "Secondary school" means 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;

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

(*q*) "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;

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

(*s*) "Temporary staff" means staff other than permanent staff; and

(*t*) "Training Regulations" means the Regulations for the Preliminary Education, Training, and Certification of Teachers for Various Grades of Schools (Scotland), 1931(b).

(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, whether probationary or final, 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"

(i) shall not include the said Certificate when awarded under paragraph (*bb*), or paragraph (*c*) read in relation to the said paragraph (*bb*), of Article 47 of the Training Regulations unless the context otherwise requires, and

(ii) 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) References in these Regulations to a Regulation or to a Schedule shall, unless the context otherwise requires, be construed as references to a Regulation of these Regulations or to a Schedule annexed to these Regulations, as the case may be.

(a) S.I. 1959/1270 (Pt. I, p. 1108, of this vol.).
(b) S.R. & O. 1931/180 (Rev. VI, p. 758: 1931, p. 363).

(4) In these Regulations each line in any scale in Part II of the Second Schedule or in the Eighth Schedule to these Regulations and in any similar scale in the Regulations of 1945 to 1956 is referred to as a grade on 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, or to larger or smaller index figures, than the said other grade.

Interpretation

3.—(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 or to any Act, regulations or rules in which the said Act, regulations or rules are consolidated.

PART II

Reckoning of Service for Salary Purposes

Employments to be reckoned as service

4. In the calculation of the length of service of a teacher to the calculation of whose salary Part III of these Regulations applies or of a teacher (not being a principal or depute principal) to the calculation of whose salary Part IV of these Regulations applies, 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:—

(1) the whole of any period spent in whole-time paid employment as a teacher—

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

(*b*) in a side school within the meaning of Article 19 of the Schedule to the Day Schools (Scotland) Code Minute, 1939(**c**), or of corresponding articles of earlier codes and regulations for day schools in Scotland;

(*c*) in a continuation class;

(*d*) in a further education centre;

(*e*) 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**);

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

(*g*) 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;

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

(*i*) 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;

(**a**) 52 & 53 Vict. c. 63. (**b**) 8 Edw. 7. c. 63. (**c**) S.R. & O. 1939/422 (Rev. VI, p. 638: 1939 I, p. 695). (**d**) 1 Edw. 8 & 1 Geo. 6. c. 37. (**e**) 8 & 9 Geo. 5. c. 48.

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

(*k*) by an education authority, elsewhere than in an educational establishment, under an arrangement made under section 8 of the Education (Scotland) Act, 1945(**c**), or section 14 of the Act of 1946 ; and

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

(2) 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(**d**), or of the Education (Scotland) (War Service Superannuation) Act, 1939(**e**) ;

(3) the whole of any period spent in service which by virtue of the provisions of the Teachers Superannuation (War Service) Act, 1939(**f**), is treated as contributory service for the purposes of the Teachers (Superannuation) Acts, 1918 to 1956 ;

(4) the whole of any period of total disablement directly attributable to whole-time service for one or more periods 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(**g**)—

whether the said period of total disablement occurred during or after the said period or periods of whole-time service ;

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

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

(*b*) 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 ;

(6) the whole of any period spent in whole-time service under the National Service Act, 1948(**h**), rendered after 31st March, 1949, or similar whole-time service after the said date 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, 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:

Provided that where the teacher first became employed as a teacher after 31st October, 1956, not more than two years of the said period shall be taken into account ;

(7) 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 1956, other than—

(*a*) employment in an educational establishment in Scotland, and

(*b*) 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(**i**), or under any other enactment having a similar purpose ;

(**a**) 24 & 25 Geo. 5. c. 29. (**b**) 25 & 26 Geo. 5. c. 8. (**c**) 8 & 9 Geo. 6. c. 37.
(**d**) 4 & 5 Geo. 5. c. 67. (**e**) 2 & 3 Geo. 6. c. 96. (**f**) 2 & 3 Geo. 6. c. 95.
(**g**) 7 & 8 Geo. 6. c. 15. (**h**) 11 & 12 Geo. 6. c. 64. (**i**) 11 & 12 Geo. 6. c. 33.

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

(9) 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;

(10) 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 relating wholly or mainly to education;

(11) the whole of any period of absence from teaching employment during which a teacher on the permanent staff of an education authority was, with the consent of the education authority, attending a course of teacher-training;

(12) 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 that no period or part of a period so spent which was accepted by the university concerned as fulfilling in whole or in part a condition of the conferment of the degree for which the teacher was a candidate shall be taken into account.

Service of teachers employed less than whole-time

5. Where a teacher has been employed less than whole-time in any of the employments mentioned in paragraph (1) of the last foregoing Regulation, 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:

Provided that where the employment was by an education authority after 31st March, 1955, in connection with further education, every two teacher-meetings within the meaning of the Regulations of 1955, of the Regulations of 1956, or of Part IV of these Regulations 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.

War service, 1939 to 1949

6. Subject to the provisions of Regulation 9, where a teacher (not being a principal or depute principal to the calculation of whose salary Part IV of these Regulations applies) 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) 16 & 17 Geo. 5. c. 16 (N.I.) (b) 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 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 Regulation shall not apply to the teacher if the said period or aggregate is less than one year.

Periods of experience of value to teachers

7.—(1) Subject to the provisions of Regulation 9, in the calculation of the length of service—

(*a*) of a teacher to the calculation of whose salary Part III of these Regulations applies, and

(*b*) of a teacher (not being a principal or depute principal) to the calculation of whose salary Part IV of these Regulations applies,

there shall be taken into account as service any 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—

(i) in the case of a teacher described in head (*a*) of this Regulation, to such extent as the Secretary of State may decide after consultation with the National Joint Council, or after having regard to the views obtained when the National Joint Council were consulted regarding a period of experience of a similar kind, and

(ii) in the case of a teacher described in head (*b*) of this Regulation, to such extent not exceeding seven years as the education authority may decide, or exceeding seven years as they may decide with the approval of the Secretary of State.

(2) This Regulation shall apply to any part of a period of whole-time service under the National Service Act, 1948, which may not be taken into account under paragraph (6) of Regulation 4 because of the limitation imposed by the proviso to the said paragraph.

(3) This Regulation 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.

Added years for late entrants to teaching

8. Subject to the provisions of Regulation 9, where a certificated teacher to the calculation of whose salary Part III of these Regulations applies or a teacher (not being a principal or depute principal), whether certificated or not, to the calculation of whose salary Part IV of these Regulations applies, had attained the age of 28 years before he became a certificated teacher or a teacher, as the case may be, he 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 or a teacher, as the case may be:

Provided that—

(i) in the calculation of the length of the period to be deemed to be service under this Regulation, 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 Part of these Regulations, 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 authority approved for the purpose of this Regulation;

(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 Regulation 10, or

(*b*) a period of experience taken into account under Regulation 7—

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.

Limitations on reckoning of service

9.—(1) 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 Part of these Regulations, 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 Regulation 6 differs from the length of the period or of the aggregate of the periods which could be taken into account under paragraph (2), paragraph (3) and paragraph (4) of Regulation 4, only the period or the aggregate of the periods which is the longer shall be taken into account.

(2) The aggregate of the periods, other than periods of teaching employment, which may be taken into account as service under the three last foregoing Regulations shall not, in the case of a teacher to the calculation of whose salary Part III of these Regulations applies, exceed ten years, or, in the case of a teacher (not being a principal or depute principal) to the calculation of whose salary Part IV of these Regulations applies, exceed twelve 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.

Service reckoned under lapsed powers

10. Where the whole or part of any period of employment, service or occupation was taken into account for salary purposes in the calculation of the length of service of a teacher under a power which existed before the date upon which these Regulations come into operation and where the said period or the said part thereof cannot be taken into account under any other provision of these Regulations or can be so taken into account only subject to the fulfilment of a condition, the said period or said part thereof shall be taken into account under this Regulation:

Provided that this Regulation shall apply—

(i) to a period or part of a period of service of a type described in Regulation 6 (irrespective of the age of the teacher at the time it was given) which was deemed to be service under the Regulations of 1945 or the Regulations of 1948, or

(ii) to a period or part of a period of employment, service or occupation before 1st April, 1945—

only so long as the teacher is in the employment of the education authority by whom the said period or the said part was first taken into account or by another education authority whose practice it was to take such periods or parts into account.

Service to be reckoned for days of employment on permanent and temporary staffs

11. For the purposes of this Part of these Regulations, each day of whole-time employment on the permanent staff shall reckon as one day of service and each day of whole-time employment on the temporary staff shall reckon as 1·825 days of service:

Provided that

(i) in calculating 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, and

(ii) where, under the Regulations of 1945, the Regulations of 1948 or the Regulations of 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 definition of "permanent staff" contained in sub-paragraph (*j*) of paragraph (1) of Regulation 2.

Acceptance of record of service on change of employer

12. 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 these Regulations accept as accurate the record of the service of the teacher which was last accepted as accurate by the education authority who last employed him.

Re-assessment of length of service

13.—(1) 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 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.

(2) Where a teacher to the calculation of whose salary Part IV of these Regulations applies becomes employed as a head of department, senior assistant teacher or assistant teacher, whether at the desire of the education

authority or on his own application, his service on first becoming so employed shall be taken to be of the same length as his service at the termination of his last employment:

Provided that if, having regard to the difference prescribed in paragraph (2) of Regulation 9 in the length of the aggregate of certain periods, other than periods of teaching employment, which may be taken into account as service in the calculation of the length of service of a teacher to the calculation of whose salary Part III of these Regulations applies and in the calculation of the length of service of the teacher (not being a principal or depute principal) to the calculation of whose salary Part IV of these Regulations applies, the education authority are, or the teacher is, of opinion that the period or the aggregate of the periods, other than periods of teaching employment, which have been taken into account as service under Regulation 6, Regulation 7, Regulation 8 or Regulation 10, should, within the limits prescribed by the said Regulations, be increased, the education authority shall, with all convenient speed, re-assess the length of the said period or of the aggregate of the said periods, and if, as a result of the re-assessment, the length of the said period or of the aggregate of the said periods is increased, the said period or the said aggregate, as re-assessed, shall be taken into account accordingly.

(3) If agreement cannot be reached under either of the two last foregoing paragraphs as to the length of the teacher's service, the education authority or the teacher may apply to the Secretary of State for a direction as to the length of service to be taken into account, and it shall be in the power of the Secretary of State to give such direction as he thinks fit:

Provided that an application may not be made only on the ground that the education authority have failed to exercise a discretion vested in them by these Regulations or by the Regulations of 1945 to 1956 or that the said discretion has not been exercised to the extent desired by the teacher.

(4) Where the length of service of a teacher or the length of a period or of an aggregate of periods is re-assessed under this Regulation, the re-assessment shall be operative with effect from the beginning of the month next following the month in which the teacher requested the education authority to make the re-assessment, or, if the teacher made no such request, from the beginning of the month next following the month in which the education authority intimated to the teacher the result of the re-assessment.

PART III

Salaries of Teachers Employed in the Provision of Primary and Secondary Education

Interpretation of Part III and relative Schedules

14. In this Part of these Regulations and the relative Schedules unless the context otherwise requires—

(*a*) "Backward pupil" means a pupil who is backward because he is lacking in ability and aptitude; "retarded pupil" means a pupil whose education is retarded because of absence from school or other interruption or interference; and "deaf pupil", "partially deaf pupil", "blind pupil", "partially sighted pupil", "mentally handicapped pupil", "epileptic pupil", "pupil suffering from speech defect", "maladjusted pupil" and "physically handicapped pupil" have the meanings respectively assigned to them by Regulation 2 of the Special Educational Treatment (Scotland) Regulations, 1954(a);

(a) S.I. 1954/1239 (1954 I, p. 763).

(*b*) " Basic element " means that part of the salary of a teacher to which Regulation 16 applies or, if the teacher is not entitled to the inclusion of a responsibility element in his salary under Regulation 18 or Regulation 33 or Regulation 34, the whole of his salary ;

(*c*) " Basic scale " means one of the scales set forth in Part II of the First Schedule, 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 ;

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

(*e*) " Principal teacher " means the principal teacher of a subject or of a combination of subjects employed in accordance with the provisions of paragraph (2) or of paragraph (3), as the case may be, of Regulation 6 of the Code or any other teacher appointed to be a principal teacher ;

(*f*) " Responsibility element " means that part of the salary of a teacher to which Regulation 18 or Regulation 33 or Regulation 34 applies ;

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

(*h*) " Whole-time employment ", in relation to the employment of a teacher to whom this Part of these Regulations applies, means employment for one day or for a longer period ; and, in relation to such employment, employment for one day means employment for such period or periods of the day as is, or was at the time of the employment, generally accepted by those engaged in the employment whether as employers, employees or self-employed persons as amounting to a full day's work ; and a teacher on the temporary staff so employed may, at the discretion of the education authority, be deemed for the purposes of this Part of these Regulations to be in whole-time employment on mid-term or other special holidays and half holidays granted to the pupils attending the school in which he is employed or to pupils otherwise under his charge ; and the expression " employed whole-time " shall be construed accordingly.

Teachers to whose salaries Part III applies

15. This Part of these Regulations and the relative Schedules 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 January, 1960, and terminating on 31st March, 1963, both days inclusive, and of the uncertificated teachers of technical subjects specified in paragraph 8 of Part I of the First Schedule:

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.

Assessment of basic element of salary

16.—(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 as augmented by any increase to which the teacher is entitled under Regulation 17 or Part V of these Regulations:

Provided that where after the said calculation has been made—

(i) a basic scale falls to be substituted for the basic scale by reference to which the calculation was made because of the grant of a certificate to the said teacher, or because of an improvement in his qualifications, or because of a change in the nature of his employment in the case of a teacher with a qualification described in paragraph 1 or paragraph 2 of Part I of the First Schedule, or

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

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

the annual rate of the basic element to be included in his salary shall be recalculated in accordance with the foregoing provisions of this paragraph, and where the rate is increased the revised rate shall come into operation with effect from the date upon which his certificate was granted or his qualifications were improved or a change took place in the nature of his employment or he became entitled to an increase or further or additional increase, as the case may be, so, however, that if in any of the said circumstances he did not make application for a re-assessment within six months of the said date the revised rate shall, unless the Secretary of State on the application of the education authority or the teacher and in exceptional circumstances otherwise directs, come into operation with effect from the date upon which he applied for a re-assessment, and, where the rate is reduced, the reduced rate shall come into operation with effect from the date upon which the amount of his increase fell to be reduced or he ceased to be entitled to the increase.

(2) Where the teacher—

(*a*) holds a qualification described in any paragraph of 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 for men or the basic scale for women appropriate to the relevant salary year, as the case may be, to which the said paragraph relates shall be the basic scale by reference to which the basic element to be included in the salary of the teacher is calculated:

Provided that—

(i) where a teacher holds more than one qualification and his qualifications are not all described in one paragraph of the said Part, the basic element of his salary shall be calculated by reference to the basic scale to which one only of the said paragraphs relates as may be selected by the teacher;

(ii) where a teacher holds a qualification or combination of qualifications which is not described in the said Part, or where the conditions of award of a qualification described in the said Part have become more exacting and the qualification is awarded to a teacher who has fulfilled the more exacting conditions, it shall be in the power of the Secretary of State to approve the qualification or combination as equivalent in standard to the qualifications described in a paragraph or part of a paragraph of the said Part, and, if it is so approved, the said qualification or

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

combination shall, for the purposes of these Regulations, be deemed to be a qualification or combination described in that paragraph or part of a paragraph ; and

(iii) where a teacher is, or is to be, employed as an organiser or assistant organiser or supervisor of a technical subject in the whole or part of an education area and the education authority are, or the teacher, if a teacher occupies the post, is, of opinion that the basic scale by reference to which the basic element to be included in the salary of the teacher under the foregoing provisions of this paragraph is inappropriate, they or he may submit to the Secretary of State an application for a direction as to the basic scale by reference to which the basic element in the salary of the teacher shall be calculated, and it shall be in the power of the Secretary of State to give such direction as he thinks fit.

(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 the teacher begins any service year on the first day of a salary year, the rate shall be that prescribed by the said scale for that service 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 prescribed by the said scale for that service 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 the annual rate of the basic element calculated in accordance with the foregoing provisions of this Regulation exceeds a multiple of £1 by a sum of less than 10s. it shall be reduced to the said multiple, and where it exceeds a multiple of £1 by 10s. or a greater sum of less than £1 the said rate shall be increased to the next multiple of £1.

Increase of basic scales in particular cases

17.—(1) Where a teacher who is not employed wholly or mainly in a primary school or otherwise wholly or mainly in the provision of primary education holds—

(*a*) the Teacher's Special Certificate and has the basic element of his salary calculated by reference to Scale III or Scale XI of Part II of the First Schedule ; or

(*b*) the Teacher's Technical Certificate and has the basic element of his salary calculated by reference to the said Scale III or the said Scale XI in respect of his satisfying the conditions of head (*c*) of sub-paragraph (1) of paragraph 3 of Part I of the said Schedule ; or

(*c*) the Teacher's General Certificate or the Teacher's Technical Certificate, and is not entitled to have the basic element of his salary calculated by reference to Scale I or Scale II or Scale IX or Scale X of Part II of the said Schedule, and 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 Training Regulations—

the basic scale by reference to which his salary is calculated shall be increased throughout by £80.

(2) Not more than one increase in the basic scale of the teacher shall be in operation under the foregoing paragraph of this Regulation at any one time.

(3) Where a teacher is employed whole-time in a special school or in special classes and his employment consists wholly or mainly in teaching the category of pupils to which his certificate or qualification relates, his basic scale shall be increased throughout—

(*a*) by £125 if he holds the Manchester University Certificate for Teachers of the Deaf, or if, having been employed as a teacher of the deaf before 31st December, 1926, he holds a qualification which is approved for the purpose of this sub-paragraph, or

(*b*) by £75 if he holds a qualification referred to in paragraph (1), paragraph (2), paragraph (3) or paragraph (4) of Regulation 7 of the Code, or any other qualification approved for the purposes of this sub-paragraph.

(4) Where a teacher is employed whole-time in a special school or in special classes and he does not hold a qualification in respect of which his basic scale may be increased under the last foregoing paragraph, his basic scale shall be increased throughout by £25.

(5) Where a teacher is employed whole-time under an arrangement made by the education authority under section 14 of the Act of 1946 in the education of pupils who are patients in a hospital his basic scale shall be increased throughout—

(*a*) by £75 if he holds a qualification to teach handicapped children approved under this sub-paragraph for the post, or

(*b*) by £25 if he does not hold such a qualification.

(6) Where a teacher is employed in a primary school whole-time in charge of a class for backward pupils or a class for retarded pupils, his basic scale shall be increased throughout by £40.

(7) Where a teacher to whom the last foregoing paragraph does not apply is appointed and employed wholly or mainly to teach backward pupils in a secondary school, his basic scale shall be increased throughout by £40, or, if he holds an endorsement of special qualification to act as teacher of backward pupils in secondary departments, his basic scale shall be increased throughout by £75.

Assessment of responsibility element of salary

18.—(1) Subject to the provisions of paragraph (3) of this Regulation, 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 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) where the responsibility element so calculated exceeds a multiple of £5 by a sum of less than £2 10s. it shall be reduced to the said multiple, and where it exceeds a multiple of £5 by £2 10s. or a greater sum of less than £5 the said responsibility element shall be increased to the next multiple of £5 ;

(ii) where the responsibility element to be included in the salary of a teacher is calculated by reference to the responsibility element in the salary of another teacher and a direction issued by the Secretary of State in relation to the responsibility element in the salary of the said other teacher under paragraph (1) of Regulation 37 in any of the circumstances set forth in heads (ii) to (v) both inclusive or in head (x) of the said paragraph is in force, the responsibility element in the salary of the said other teacher shall, for the purpose of calculating the responsibility element in the salary of the teacher, be deemed to be the responsibility element which would have been included in the salary of the said other teacher but for the said direction;

(iii) where 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, a responsibility element shall be included in respect of only one of the said posts as selected by the teacher;

(iv) where 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;

(v) where 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 each 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

(vi) where the teacher is employed in a post included in Group D of the said Part, 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, 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. If agreement cannot be reached as to whether the duties of a post are substantially the same as those of a post named or described in the said column, the education authority or the teacher may apply to the Secretary of State for a direction, and it shall be in the power of the Secretary of State to give such direction as he thinks fit.

(3) Where—

(*a*) a teacher has been appointed to and is employed in a primary school in a post of special responsibility described opposite to serial number 1, serial number 13, or serial number 14 of Part I of the Second Schedule in column (2) of the said Part, and

(*b*) the average number of pupils in attendance in the school in which he is employed as calculated in accordance with paragraph (6) of this Regulation is a number in grade (*e*) or grade (*f*) of Scale XVII of the said Schedule—

it shall be in the power of the education authority with the consent of the Secretary of State to include in the salary of that teacher if he is employed

in a post of special responsibility in a school to which the said grade (*e*) applies the responsibility element shown in column (4) opposite to grade (*f*), and to include in the salary of that teacher if he is employed in a post of special responsibility in a school to which the said grade (*f*) applies the responsibility element shown in column (4) opposite to grade (*e*):

Provided that the number of responsibility elements of the amount shown opposite to grade (*e*) included in the salaries of teachers in posts described opposite to serial number 1, serial number 13, and serial number 14, respectively, of Part I of the said Schedule shall not exceed the number which, but for the exercise of the power given by this paragraph, would have been included in the said salaries under paragraph (1) of this Regulation, and the number of responsibility elements of the amount shown opposite to grade (*f*) included in the salaries of teachers in posts described opposite to the said serial numbers respectively shall not exceed the number which, but for the exercise of the power given by this paragraph, would have been included in the said salaries under the said paragraph (1).

(4) 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 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 17 or serial number 18 respectively of Part I of the Second Schedule to these Regulations.

(5) Where a teacher continues to perform the duties in respect of which he received a responsibility element under 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 19 or serial number 20 as the case may be of Part I of the Second Schedule to these Regulations.

(6) (*a*) For the purpose of column (3) of Part II of the Second Schedule to these Regulations—

(i) the expression "number of pupils in attendance" in relation to a week means the number of pupils whose names are shown by the Register of Summaries kept at the school in accordance with the First Schedule to the Code to have been on the Daily Registers on the last day on which a meeting was held in that week, and

(ii) the average number of pupils in attendance during any period shall be calculated by adding the number of pupils in attendance on the last day of each week in which a meeting of the school is held during the period and dividing by the number of such weeks during the said period, and

(iii) 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 beginning in 1956, 1957 and 1958.

(*b*) In calculations under the last foregoing sub-paragraph a fraction of less than a half shall be disregarded and a fraction of a half or more shall be treated as one unit.

(*c*) In the following circumstances it shall be in the power of the Secretary of State, on the application of the education authority or of the teacher concerned, to give a direction prescribing the number of pupils in attendance to be taken as the average number for the purposes of column (3) of Part II of the Second Schedule instead of the average number calculated in accordance with the foregoing provisions of this paragraph, or prescribing

an alternative method by which the average number for the purposes of the said column (3) shall be calculated. The said circumstances shall be—

(i) where a school is opened or was opened after 1st August, 1956, or

(ii) where a change in the organisation of education in an area is made after 31st December, 1959, or

(iii) where, after 31st December, 1958, a movement of population, or any other cause has brought or brings the average number of pupils in attendance, calculated in accordance with head (ii) of sub-paragraph (*a*) of this paragraph—

(*a*) for a period during which meetings of the school were held in four, but not more than four, weeks, and

(*b*) for the period of fifty-two consecutive weeks from and including the period referred to in sub-head (*a*) of this head—

into one or more higher or one or more lower grades in a relevant scale in the said Part II than the average number of pupils in attendance during the period comprising the school years beginning in 1956, 1957 and 1958, calculated in accordance with head (iii) of sub-paragraph (*a*) of this paragraph, or

(iv) where the responsibility element to be calculated is that to be included under serial number 26 of Part I of the Second Schedule in the salary of a teacher in charge of the education of pupils who are patients in a hospital:

Provided that a direction given in the circumstances to which head (iii) of this sub-paragraph applies shall come into force with effect from the commencement of the period referred to in sub-head (*a*) of the said head, or from 1st January, 1960, whichever is the later, or from such other date not earlier than 1st January, 1960, as the Secretary of State may in exceptional circumstances specify in the direction.

Teachers employed temporarily in posts of special responsibility

19.—(1) 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—

(*a*) if the teacher was not already in the employment of the education authority, or was employed by the authority elsewhere than in the school, the authority shall include in his salary a responsibility element at the same annual rate as that of the responsibility element included, or which would have been included under these Regulations had the employment been after 31st December, 1959, in the salary paid to the absent teacher or in the salary of the teacher who last held the post; 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:

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 ;

(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 the last foregoing Regulation as may be applicable ; and

(iii) where, in a case to which either sub-paragraph (*a*) or sub-paragraph (*b*) applies, a direction given under paragraph (1) of Regulation 37 of these Regulations or of the Regulations of 1956 in any of the circumstances set forth in heads (i) to (v), both inclusive, or in head (x) of the said paragraphs was in operation in relation to the salary of the absent teacher immediately before he became absent or of the teacher who last held the post immediately before he ceased to hold the post, the responsibility element to be included in the salary of the teacher employed to perform temporarily the duties of the absent teacher or of the teacher who last held the post shall be at the annual rate at which it would have been if the said direction had not then been in force.

(2) In this Regulation 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 (i) of paragraph (1) of Regulation 1 of the Code.

(3) This Regulation shall with any necessary modifications apply where a teacher is employed to be in charge of the education of pupils who are patients in a hospital in place of a teacher who is temporarily absent from the post or pending a permanent appointment to the post.

PART IV

Salaries of Teachers Employed in the Provision of Further Education

Interpretation of Part IV and relative Schedules

20.—(1) In this Part of these Regulations and the relative Schedules, unless the context otherwise requires—

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

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

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

(*d*) " Head of department " means a teacher who is directly responsible to the principal or to the depute principal of the further education centre in which he is employed and whose duties include the special

responsibility of organising and supervising the work of a department of the said centre and who has been appointed head of department by the education authority;

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

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

(*g*) "Relevant index figure" means the index figure indicating the volume and level of work of a further education centre calculated in accordance with the provisions of Regulation 24 and of the Fifth Schedule; and, in relation to a teacher whose special responsibilities extend to morning, afternoon and evening meetings, means the index figure which includes points in respect of all such meetings; and, in relation to a teacher whose special responsibilities do not extend to evening meetings, means the index figure which does not include points in respect of evening meetings;

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

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

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

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

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

Provided that—

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

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

(*j*) "Whole-time employment" in relation to the employment of a teacher to whom this Part of these Regulations applies means employment for one week or for a longer period; and in relation to such employment, employment for one week means employment for not less than ten teacher-meetings and not more than the number of such meetings as are, or were 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 week's work; and a teacher on the temporary staff so employed may, at the discretion of the education authority, be deemed for the purposes of this Part of these Regulations (other than those of Regulation 24 and other than those of the Fifth Schedule) to be employed for a teacher-meeting notwithstanding that the said meeting may not have been held owing to holidays occurring in term-time; and the expression "employed whole-time" shall be construed accordingly.

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

Teachers to whose salaries Part IV applies

21. Subject to the provisions of Regulation 35, this Part of these Regulations and the relative Schedules shall apply in the calculation of the salaries of all teachers employed whole-time by an education authority throughout, or at any time during, the period beginning on 1st January, 1960, and terminating on 31st March, 1963, both days inclusive:

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

Classification of teachers by qualifications

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

(2) The provisions of the last foregoing paragraph, other than the last sentence thereof, shall not be construed as requiring the education authority to reclassify a teacher who was classified or deemed to have been classified under Regulation 22 of the Regulations of 1956, and a teacher who was classified or deemed to have been classified under the said Regulation in a group shall be deemed to have been classified in the same group under the last foregoing paragraph.

Classification of posts by level of work

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

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

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

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

Provided that—

(i) subject to the provisions of proviso (iii) to this Regulation, where the education authority are of opinion that the level of the essential part of the work which determined the classification of a post has altered, or where the classification of a post falls to be determined by the essentiality of a new or of a different part of the work of the post, they shall intimate to the teacher occupying the post the grade into which they propose to reclassify it, and, if the teacher is dissatisfied with the proposed classification and the education authority do not abandon their proposal, the teacher may apply to the Secretary of State for a direction as to the grade in which the post shall be classified, and it shall be in the power of the Secretary of State to give such direction as he thinks fit;

(ii) subject to the provisions of proviso (iii) to this Regulation, where the occupant of a post becomes dissatisfied with the classification of the post on the ground either that the essential part of the work which determined the classification of the post is such that the post should be classified in a higher grade than that in which it is classified, or that the classification of the post should be determined by the essentiality of a new or of a different part of the work of the post, he may so represent to the education authority, and, if the education authority do not reclassify the post, he may apply to the Secretary of State for a direction as to the grade in which the post shall be classified and it shall be in the power of the Secretary of State to give such direction as he thinks fit;

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

(iv) in deciding whether a particular part of the work of a post is an essential part of that work for the purpose of determining the classification of the post, the education authority or the Secretary of State, as the case may be, shall have regard to whether—

(*a*) one or more of the courses provided in the further education centre would be below standard if that part of the work were not included in the work of these courses, and

(*b*) that part was included in the work of the post primarily in order to enable the teacher occupying the post to gain experience of performing work at a more advanced level than the remainder of the work of the post, and

(*c*) a teacher in a higher group or occupying a post in a higher grade is available in the centre to perform that part.

(2) The provisions of the last foregoing paragraph shall not be construed as requiring the education authority to reclassify a post which was classified or deemed to have been classified under Regulation 23 of the Regulations

of 1956, and a post which was classified or deemed to have been classified in a grade under the said Regulation shall be deemed to have been classified in the same grade under the last foregoing paragraph.

Assessment of volume and level of work in further education centres

24. The education authority shall make an assessment of the volume and level of work of each further education centre under their management in which teachers are employed whole-time and the said assessment shall be expressed by means of an index figure calculated in accordance with the provisions of the Fifth Schedule. The said assessment shall relate to the year beginning on 1st August, 1958, and ending on 31st July, 1959, (hereinafter referred to as " the standard year "):

Provided that where after 1st August, 1958—

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

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

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

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

Salaries of principals and depute principals

25.—(1) The annual rate of the salary of a principal or of a depute principal (in this Regulation referred to as " the teacher concerned ") in any salary year shall be calculated by reference to the length on the first day of that salary year of his service in the post in relation to which the said calculation is being made, to the relevant index figure for the centre and to a scale set forth in Part II of the Sixth Schedule as augmented by any increase to which he is entitled under paragraph (6) or paragraph (7) or paragraph (9) of this Regulation or Part V of these Regulations.

(2) Where the relevant index figure is within the range of index figures given in column (6) opposite to any serial number of Part I of the Sixth Schedule, the salary of the teacher concerned shall be calculated by reference to the salary scale in Part II of the said Schedule specified opposite to the said serial number—

(*a*) in the case of a principal, in column (2) where the teacher is a man or in column (3) applicable to the relevant salary year where the teacher is a woman, or

(*b*) in the case of a depute principal, in column (4) where the teacher is a man or in column (5) applicable to the relevant salary year where the teacher is a woman.

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

(*a*) where any year of service of the teacher concerned in his post begins on the first day of a salary year the rate shall be that prescribed by the said scale for that year of service in a post, and

(*b*) where the teacher concerned has completed part of any year of service in his post on the last day of the immediately preceding salary year,

the rate shall be that prescribed by the said scale for that year of service in a post augmented by a fraction of the increment, if any, prescribed for the next following year of service in a post, 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, and

(*c*) where the rate exceeds a multiple of £1 by less than 10s. it shall be reduced to the said multiple, and where it exceeds a multiple of £1 by 10s. or a greater sum of less than £1 the said rate shall be increased to the next multiple of £1.

(4) Where under paragraph (2) of this Regulation the salary of a depute principal may be calculated by reference to one or other of two scales, the education authority in selecting the scale to be used shall have regard to the way in which the work of the centre is organised, to the extent to which the depute principal is required to undertake teaching duties or special responsibilities other than those of a depute principal and generally to the whole circumstances of the centre.

(5) The date, whether before or after the date upon which these Regulations came into operation, which was fixed by the education authority as the date upon which the teacher concerned should assume the duties of his post shall, for the purposes of this Regulation, be taken to be the date upon which the service in the post of the teacher concerned began.

(6) Where the teacher concerned is classified in Group I A or Group I B or where, in the opinion of the education authority, an essential part of the work of the further education centre in which he is employed is, or is likely to be, in one of the categories described in Part I of the Fourth Schedule, the scale by reference to which his salary is calculated shall be increased throughout by £240 but shall not be increased under the next following paragraph.

(7) Where the teacher concerned is classified in Group II or where, in the opinion of the education authority, an essential part of the work of the further education centre in which he is employed is, or is likely to be, in one of the categories described in Part II of the Fourth Schedule, the scale by reference to which his salary is calculated shall be increased throughout by £60.

(8) Where the teacher concerned is dissatisfied with the opinion of the education authority under paragraph (6) or paragraph (7) of this Regulation, he may apply to the Secretary of State for a direction as to the category described in the Fourth Schedule in which an essential part of the work of the centre is to be regarded as being, or as likely to be, and it shall be in the power of the Secretary of State to give such direction as he thinks fit. If the direction is that an essential part of the work is to be regarded as being, or as likely to be, in a category described in Part I or Part II of the said Schedule, the scale by reference to which the salary of the teacher concerned is calculated shall be increased under the said paragraph (6) or the said paragraph (7) as the case may be.

(9) Where a teacher or other person is appointed principal or depute principal and the annual rate of his salary on the day fixed by the education authority as the day upon which he should assume his new duties is less than, or exceeds by less than £60, the annual rate of his salary on the

last day of his employment in his previous post, his salary shall be augmented by the smaller of the following increases, that is to say—

(*a*) by the amount by which the annual rate of his salary on the last day of his employment in his previous post, increased by £60, exceeds the annual rate of the salary which would otherwise be payable under this Regulation on the day fixed by the education authority as the day upon which he should assume his new duties, or

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

(10) In the last foregoing paragraph references to annual salary rate mean that rate excluding any increase payable under Part V of these Regulations.

(11) The two last foregoing paragraphs shall, with the necessary modifications, apply to a teacher or other person appointed principal or depute principal after 31st March, 1955, but before 1st January, 1960, as they apply to a teacher or other person so appointed after 31st December, 1959.

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

26.—(1) The annual rate of the salary of a head of department, a senior assistant teacher or an assistant teacher (in this Regulation referred to as " the teacher concerned ") in any salary year shall be calculated by reference to the length of his service on the first day of the salary year, to his group or to the grade of his post, and to a scale set forth in Part II of the Seventh Schedule, as augmented by any increase to which he is entitled under paragraph (5) or paragraph (6) of this Regulation or under Part V of these Regulations:

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

(i) where the teacher concerned is reclassified in a higher group, with effect from the date upon which he obtained the qualification which entitled him to reclassification, but if he did not make application for reclassification within six months of the said date, the reclassification shall, unless the Secretary of State on the application of the education authority or of the teacher and in exceptional circumstances otherwise directs, have effect from the date upon which he applied for reclassification;

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

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

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

(2) Subject to the provisions of paragraph (5) of this Regulation, where the teacher concerned falls within the description set forth in column (4) opposite to a serial number in Part I of the Seventh Schedule, the salary of the said teacher shall be calculated by reference to the scale in Part II of the said Schedule specified opposite to the said serial number in column (2), where the teacher is a man, and by reference to that applicable to the

relevant salary year so specified in column (3), where the teacher is a woman.

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

(*a*) where the teacher concerned begins any service year on the first day of a salary year the rate shall be that prescribed by the said scale for that service year, and

(*b*) where the teacher concerned has completed part of any service year on the last day of the immediately preceding salary year, the rate shall be that prescribed by the said scale for that service 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, and

(*c*) where the rate exceeds a multiple of £1 by less than 10s. it shall be reduced to the said multiple, and where it exceeds a multiple of £1 by 10s. or a greater sum of less than £1 the said rate shall be increased to the next multiple of £1.

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

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

(5) Where the teacher concerned is a certificated teacher or has satisfactorily completed a course of teacher-training approved for the purpose of this Regulation, the scale by reference to which his salary is calculated shall be increased throughout by the sum of £60 in the case of a man, and, in the case of a woman by £55 in the salary year ending 31st March, 1960, by £58 in the salary year ending 31st March, 1961, and thereafter by £60.

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

Teachers employed temporarily in posts of special responsibility

27.—(1) Where a teacher is employed to perform in a further education centre the duties of a post of special responsibility in place of a teacher

who is temporarily absent from the post or pending a permanent appointment to the post,—

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

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

Provided that—

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

(ii) where, in a case to which either sub-paragraph (*a*) or sub-paragraph (*b*) applies, a direction given under paragraph (1) of Regulation 37 of these Regulations or of the Regulations of 1956 in any of the circumstances set forth in heads (vi) to (x), both inclusive, of the said paragraphs, was in operation in relation to the salary of the absent teacher immediately before he became absent or of the teacher who last held the post immediately before he ceased to hold the post, the salary of the teacher employed to perform temporarily the duties of the absent teacher or of the teacher who last held the post shall be at the annual rate at which it would have been if the said direction had not then been in operation.

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

PART V

Supplementation of Salaries of Teachers Employed in Remote Places

Increase of scales of teachers in remote schools and further education centres

28.—(1) Subject to the provisions of paragraph (2) and paragraph (3) of this Regulation, where the whole-time employment of a teacher is in a remote school or a remote further education centre or includes employment in a remote school or a remote further education centre near which he lives, the basic scale by reference to which the basic element of his salary is calculated or the scale by reference to which his salary is calculated, as the case may be, shall be increased as follows:—

(*a*) where the recognised customary route from the school or further education centre 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 £50; or

(*b*) where the said recognised customary 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 £90.

(2) Where, because of exceptional financial disadvantages arising out of the isolated situation of a school or a further education centre, the education authority are, or the teacher is, of opinion—

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

(*b*) that, although the school is not a remote school, the basic scale by reference to which the basic element of the salary 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, or

(*c*) that, although the centre is not a remote further education centre, the scale by reference to which the salary of a teacher employed whole-time in the centre or of a teacher who lives near the centre and whose whole-time employment includes employment in the centre is insufficient—

the education authority or the teacher may apply to the Secretary of State for a direction, and it shall be in the power of the Secretary of State to give such direction as he thinks fit.

(3) Where the education authority are of opinion that the financial disadvantages of being employed in a particular remote school or a particular remote further education centre are insufficient to justify any increase under paragraph (1) of this Regulation, or are sufficient to justify only a smaller increase than that prescribed in the said paragraph, they may apply to the Secretary of State for a direction, and it shall be in the power of the Secretary of State to give such direction as he thinks fit.

(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 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 " and " remote further education centre " mean respectively a school and a further education centre 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.

(5) Where—

(*a*) a teacher is employed whole-time in providing in accordance with an arrangement made by the education authority under section 14 of the Act of 1946 education for pupils in one or more places other than a school, and

(*b*) the teacher lives at or near one of the said places, and

(*c*) the recognised customary route to the centre of population recognised as the centre normally used by persons living at or near the place where the teacher lives satisfies the conditions set forth in head (i) or head (ii) of sub-paragraph (*d*) of the last foregoing paragraph—

the teacher shall be deemed for the purposes of this Regulation to be a teacher whose whole-time employment is in a remote school.

(6) The education authority shall maintain a list classifying the schools and further education centres in their area in which the basic scales or the scales by reference to which the salaries of the teachers employed in the schools or centres, as the case may be, are increased—

(*a*) by £50 under sub-paragraph (*a*) of paragraph (1) of this Regulation,

(*b*) by £90 under sub-paragraph (*b*) of the said paragraph,

(*c*) in accordance with a direction given under paragraph (2) of this Regulation, and

(*d*) in accordance with a direction given under paragraph (3) of this Regulation—

and of the remote schools and remote further education centres in which no such increases are made in accordance with a direction given under the said paragraph (3).

(7) Any direction given or deemed to have been given by the Secretary of State under paragraph (2) or paragraph (3) of Regulation 28 of the Regulations of 1956 shall, if in force immediately before these Regulations come into operation, be deemed to have been given under these Regulations, and the provisions of Regulation 44 shall apply to such directions as they apply to directions given under these Regulations.

Increase of scales of teachers in distant islands

29.—(1) Where a teacher is employed in a school in a distant island, the basic scale by reference to which the basic element of his salary is calculated shall be increased by £50.

(2) Where a teacher is employed in a further education centre in a distant island, the scale by reference to which his salary is calculated shall be increased by £50.

(3) An increase under either of the two last foregoing paragraphs shall be additional to any increase made under the last foregoing Regulation.

(4) 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 Colonsay, Tiree, Coll, Muck, Eigg, Rhum, Canna and Soay.

Certain teachers employed in schools which ceased to be remote schools

30. 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 28 or is not treated as a remote school under the said Regulation and is not a school on a distant island within the meaning of the last foregoing Regulation, the basic scale by reference to which the basic element of the salary of a teacher who was employed in the said school

on 31st March, 1954, is calculated 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.

PART VI

Modification of the Regulations in Special Circumstances

Teachers with special attributes required for particular posts

31.—(1) Where the education authority apply to the Secretary of State for a direction and satisfy him 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 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 secondary school, other than any of such posts as is wholly or mainly in the primary department of any such school,

(*b*) a teacher in a special school,

(*c*) 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

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

Ministers of religion who are certificated teachers

32. Where—

(1) the education authority employ on the permanent staff a minister of religion, who is also a certificated teacher, wholly or mainly in or in connection with the provision of religious instruction in one or more of the schools under their management, and

(2) the education authority are of opinion that the salary payable to the teacher in accordance with the provisions of these Regulations is inappropriate having regard to the qualifications and experience of the teacher as a minister and to the duties he is employed to perform—

they may apply to the Secretary of State for a direction as to the salary to be paid to the teacher. It shall be in the power of the Secretary of State, after consultation with the National Joint Council, to direct that these Regulations shall apply to the said salary with such modifications as he may prescribe.

Teachers in posts of special responsibility in new or expanding schools or further education centres

33.—(1) Where—

(*a*) a new school is to be opened or an existing school is to be expanded, and

(*b*) the education authority appoint a teacher to a post of special responsibility in the school with a view to his preparing for the opening of the new school or for the expansion of the existing school or where they require a teacher already serving in the school to make the said preparations, and

(*c*) the teacher is to continue to serve in the said post after the opening of the school or while the said expansion is taking place, as the case may be—

it shall be in the power of the Secretary of State, on the application of the education authority or the teacher and after consultation with the National Joint Council, to give a direction as to the responsibility element to be included in the salary of the teacher.

(2) The foregoing provisions of this Regulation shall, with the necessary modifications, apply in relation to the salary of a teacher appointed to a post of special responsibility in a new or expanding further education centre.

Teachers bearing special responsibility of an exceptional kind

34. Where—

(1) an education authority are of opinion—

(*a*) that a post to which Part III, but not Regulation 18, of these Regulations applies is a post of special responsibility and consider that the salary of the teacher appointed to the post should include a responsibility element, or

(*b*) that a post to which Part IV of these Regulations applies is not a post of special responsibility within the meaning of sub-paragraph (*e*) of paragraph (1) of Regulation 20, and consider that the salary of the teacher appointed to the post should be augmented, or

(*c*) that in the particular circumstances of a post of special responsibility to which the said Part III applies the responsibility element payable to the teacher appointed to the said post is inadequate, or

(2) an education authority are, or a teacher is, of opinion that because of exceptional conditions affecting a further education centre or affecting a post of special responsibility in such a centre, the salary of the holder of a post of special responsibility would be too large or too small—

the education authority, where paragraph (1) applies, or the education authority or the teacher, where paragraph (2) applies, may apply to the Secretary of State for a direction in relation to the salary of the teacher, and it shall be in the power of the Secretary of State, after consultation with the National Joint Council, to issue such direction as he thinks fit.

Conditions of service in further education centres similar to those in secondary schools

35. Where the education authority are of opinion that the conditions of service of the teachers employed in a further education centre are similar to those of the teachers employed in a secondary school in their area, they may, after consultation with representatives of the teachers employed in the said centre, apply to the Secretary of State for a direction that Part III of these Regulations shall apply with such modifications as they consider desirable in the calculation of the salaries of the certificated teachers employed in the said centre and for a direction as to the salaries to be paid

to the uncertificated teachers so employed. It shall be in the power of the Secretary of State to issue such direction as he thinks fit.

Teachers employed both in schools and in further education centres

36. Where the education authority are of opinion—

(1) that the whole-time employment of a teacher is mainly in the provision of, or in connection with, primary and secondary education or either of them and to a smaller extent in the provision of, or in connection with, further education, or

(2) that the whole-time employment of a teacher is mainly in the provision of, or in connection with, further education and to a smaller extent in the provision of, or in connection with, primary and secondary education, or either of them—

the education authority may apply to the Secretary of State for a direction as to the modifications to be made upon these Regulations in their application to the salary of the teacher having regard to the exceptional character of his employment. It shall be in the power of the Secretary of State, after consultation with the National Joint Council, to issue such direction as he thinks fit.

Teachers losing by remaining in or accepting posts at the desire of the education authority

37.—(1) Subject to the provisions of the next following paragraph, where a teacher occupies a post—

(*a*) in which he has remained at the desire of the education authority, or

(*b*) to which he has been transferred at the desire of the education authority for reasons other than inefficiency or indiscipline,

and if the application of these Regulations to his salary would result in—

(i) a reduction in the basic element of his salary, or

(ii) a reduction in the responsibility element of his salary, or

(iii) the calculation of the said responsibility element by reference to a lower grade on any scale set forth in Part II of the Second Schedule, or

(iv) the inclusion in his salary of a responsibility element smaller than that to which he would have been entitled under these Regulations if a change in the special responsibilities of the said post had not occurred, or

(v) a reduction in his salary on transfer from a post to which Part IV applies—

where Part III of these Regulations applies, or in—

(vi) a reduction of his salary, or

(vii) no change in his salary, or an increase in his salary which in the opinion of the teacher or of the education authority is inadequate, on transfer from a post to which Part III applies, or

(viii) a reduction in the increase under paragraph (6) of Regulation 26 in the scale by reference to which his salary is calculated, or

(ix) the calculation of his salary by reference to a lower grade on any scale set forth in the Eighth Schedule—

where Part IV of these Regulations applies, or in

(x) a salary which, in the opinion of the Secretary of State, would be inequitable having regard to any direction in relation to his salary given under the Regulations of 1945 to 1956, where either Part III or Part IV applies—

it shall be in the power of the Secretary of State, on the application of the teacher or of the education authority, and subject to the provisions of paragraph (3) of this Regulation, to issue such direction as he thinks fit.

(2) In calculating for the purposes of the last foregoing paragraph whether the application of these Regulations would result in a reduction of the basic element in the salary of, or of the salary of, a woman teacher, increases granted to women teachers in pursuance of the policy of equating the salaries of women teachers to those of men teachers shall be left out of account.

(3) A direction shall not be issued under this Regulation—

(*a*) where the teacher has been employed temporarily in one or more of the posts in which his qualifications entitle him to an increase in his basic scale under Regulation 17—in respect of the ending of the said increase, unless he has received such increases for a continuous period of not less than two years or, within three years, for an aggregate of periods amounting to not less than two years ; or

(*b*) where the teacher ceases to perform the duties of a post of special responsibility in place of a teacher who is temporarily absent from the post or pending a permanent appointment to the post—in respect of the loss of responsibility element payable under Regulation 19 or of the ending of the payment of the salary appropriate to the said post under Regulation 27 ; or

(*c*) where a teacher is transferred from a remote school or from a remote further education centre within the meaning of Regulation 28 to a school or a further education centre which is not remote, or to a remote school or further education centre in which the amount of the increase in his salary is reduced, or from a school or a further education centre on a distant island within the meaning of Regulation 29 to a school or a further education centre which is not on such an island—in respect of the ending or reduction of the increase made under either or both of the said Regulations ; or

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

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

(ii) than the average used under the Regulations of 1956 ; or

(*e*) where the head teacher, deputy head teacher, second master, first assistant or senior woman assistant of a special school appointed after 31st October, 1956, ceases to be entitled to the inclusion in his salary of the responsibility element prescribed opposite to serial number 28 or serial number 29 or serial number 30 or serial number 31 of Part I of the Second Schedule because the work in connection with the provision made for pupils of 12 years of age or over which entitled him to the said responsibility element has ceased.

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

(5) Before issuing a direction under this Regulation, the Secretary of State shall send a copy of any application by a teacher 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.

Certain teachers employed in further education centres on 1st April, 1955

38. Where—

(1) Part IV of these Regulations applies to the calculation of the salary of a teacher, and

(2) on 31st December, 1959, a notice given by the teacher under paragraph (7) of Regulation 20 of the Regulations of 1955 (which enabled teachers employed in further education centres to elect to continue to be paid in accordance with the conditions under which they were paid immediately before the Regulations of 1955 came into operation) or a direction issued by the Secretary of State under the said paragraph was in force, and

(3) the teacher occupies the post which he occupied when he gave the notice or when the Secretary of State issued the direction—

the teacher may at any time before 1st March, 1960, intimate in writing to the education authority that he desires the said notice or said direction to remain in force. If the teacher so intimates, the notice or direction shall be deemed to have remained in force on the coming into operation of these Regulations and shall remain in force until—

(*a*) the end of any month beginning not less than four weeks after the teacher intimates to the education authority that he no longer desires the notice or direction to remain in force, or

(*b*) the teacher is employed in another post at his own request.

PART VII

General and Administrative Provisions

Vesting and payment of salary

39.—(1) Salary shall vest each day in teachers as follows, that is to say:—

(*a*) in a teacher on the permanent staff, one three-hundred-and-sixty-fifth part of the annual rate of his salary,

(*b*) in a teacher on the temporary staff to the calculation of whose salary Part III of these Regulations applies, one two-hundredth part of the annual rate of his salary, and

(*c*) in a teacher on the temporary staff to the calculation of whose salary Part IV of these Regulations applies, one two-hundred-and-twentieth part of the annual rate of his salary.

(2) Where a teacher employed temporarily in a post of special responsibility to whom Regulation 19 or Regulation 27 applies was not when first so employed already in the employment of the education authority or was in their employment as a member of the temporary staff, his salary shall vest in him as salary vests in a member of the temporary staff. Where the said teacher was already in the employment of the education authority as a member of the permanent staff, a part of his salary equal in amount to the salary of his permanent post shall vest in him as salary vests in a member of the permanent staff and the balance shall vest in him as salary vests in a member of the temporary staff.

(3) 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

40. Subject to the provisions of—

(1) sub-paragraph (*h*) of Regulation 14 and sub-paragraph (*j*) of paragraph (1) of Regulation 20 (in which the expression " whole-time employment " in relation to employment in schools and in further education centres respectively is defined),

(2) Regulation 11 (which relates to the calculation of length of service on the temporary staff),

(3) sub-paragraph (*b*) and sub-paragraph (*c*) of paragraph (1), and paragraph (2) of the last foregoing Regulation (which relate to the vesting of salary in a teacher in whole-time employment on the temporary staff),

and to such other modifications as may be necessary, 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.

Resident teachers

41. 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 at a further education centre which is not normally included in the employment of teachers not so resident.

Teachers absent from duty

42.—(1) Where a teacher to the calculation of whose salary Part III or Part IV of these Regulations applies 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 the teacher's 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 to the calculation of whose salary Part III or Part IV of these Regulations applies 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 suspend, or reduce the rate of, his salary:

Provided that the suspension or the reduction, as the case may be, is in accordance with any deliverance of the National Joint Council in force at the time.

Postponement of increments

43.—(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 after the date of the adoption of the resolution for the said postponement the increments payable to him in accordance with the basic scale applicable to the calculation of the basic element of his salary if he is a teacher to the calculation of whose salary Part III of these Regulations applies, or the scale applicable to the calculation of his salary if he is a teacher to the calculation of whose salary Part IV of these Regulations applies.

(2) If at any time within six weeks after the adoption of a resolution under this Regulation a petition is 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 remainder of the salary year in which the education authority resolve to revoke the resolution and in subsequent salary years.

Procedure in applications for directions

44. Where an application is submitted to the Secretary of State by an education authority or by a teacher for a direction under these Regulations, the authority or the teacher shall specify in the application the direction which it is desired to obtain and shall state the reasons in support of the application. It shall be in the power of the Secretary of State to refuse to issue a direction or, subject to the provisions of the Regulation under which the application is made, to issue such direction as he thinks fit, and at any time to amend or revoke a direction so issued, after consultation with the National Joint Council or any other body, if such consultation is prescribed by the said Regulation, or, if no such consultation is so prescribed, after such consultation, if any, as he thinks necessary. The said direction shall specify the period for which it is to have effect, provided that the said period shall begin not earlier than 1st January, 1960, and shall end not later than 31st March, 1963, both days inclusive. It shall be the duty of the education authority to give effect to any such direction or amended direction.

Procedure in applications by teachers

45. Where a teacher is entitled to submit an application to the Secretary of State under these Regulations—

(1) the teacher shall submit the application 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 may be submitted by the education authority on behalf of the teacher, and any application 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

46. Where an application is made by a teacher under 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.

Revocation of Regulations

47.—(1) Subject to the provisions of subsection (2) of section 38 of the Interpretation Act, 1889, the Regulations set forth in the Ninth Schedule to these Regulations are hereby revoked, provided that such revocation shall not prevent the Secretary of State or the education authority from exercising any of their functions under any regulation so revoked in relation to the salary payable to any teacher in respect of employment in the period during which the regulation so revoked was in operation.

(2) Notwithstanding the provisions of the last foregoing paragraph, any power, whether under regulations so revoked or under regulations made before the regulations so revoked, to reassess the length of service of a teacher for the purpose of the calculation of his salary in respect of employment in the period during which the regulations so revoked, or the regulations made before the regulations so revoked, were in operation shall not be exercised save in exceptional circumstances.

(3) A direction given by the Secretary of State under the Regulations of 1956 shall, unless otherwise provided in these Regulations, cease to have effect after 31st December, 1959.

John S. Maclay,

One of Her Majesty's
Principal Secretaries of State.

St. Andrew's House,
Edinburgh, 1.

15th December, 1959.

SCHEDULES

Regulation 16

FIRST SCHEDULE

Basic Element of Salaries of Teachers Employed in Schools

PART I

Application of Basic Scales in Part II

Scales I and IX

1. The basic element shall be calculated by reference to Scale I, where the teacher is a man, and to the Scale IX appropriate to the relevant salary year, where the teacher is a woman, and where the teacher holds—

(1) (*a*) the Teacher's Special Certificate awarded before 31st December, 1959, or

(*b*) the Teacher's Special Certificate awarded after 31st December, 1959, with—

(i) a first class or second class honours degree of a Scottish University, or

(ii) the Associateship of the Royal College of Science and Technology, Glasgow, with first class or second class honours, or

(iii) the Associateship of the Heriot-Watt College obtained at a level which, in the opinion of the Secretary of State, would be accepted for the purpose of the award of a first class or second class honours degree of a Scottish University, or

(*c*) the Teacher's Technical Certificate with—

(i) a first class or second class honours degree in agriculture of a Scottish University, or

(ii) a first class or second class honours degree in music of a Scottish University or

(iii) a first class or second class honours degree in science (engineering) of a Scottish University, or

(iv) the Associateship of the Scottish College of Commerce with first class or second class honours, or

(v) the Associateship of the Royal College of Science and Technology, Glasgow, with first class or second class honours, or

(vi) the Associateship of the Heriot-Watt College obtained at a level which, in the opinion of the Secretary of State, would be accepted for the purpose of the award of a first class or second class honours degree in science (engineering) of a Scottish University,

and where the teacher is employed in teaching his special subject or one of his special subjects in secondary classes in a secondary school, 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 special school in which approved courses of secondary education are provided, or is head teacher of 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; or

(2) the Teacher's Special Certificate awarded before 30th September, 1945, and where the teacher on the said date occupied or had been appointed to a 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; or

(3) the Teacher's General Certificate or the Teacher's Technical Certificate—

(*a*) with—

(i) a first class or second class honours degree in psychology of a Scottish University, or

(ii) a degree of Bachelor of Education of a Scottish University

where the teacher is employed as an educational psychologist, or

(*b*) where the teacher on 30th September, 1945, occupied a teaching post in respect of which he was at that date being paid 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.

Scales II and X

2. The basic element shall be calculated by reference to Scale II, where the teacher is a man, and to the Scale X appropriate to the relevant salary year, where the teacher is a woman, and where the teacher holds—

(1) the Teacher's Special Certificate awarded after 31st December, 1959, with a third class honours degree of a Scottish University, or

(2) the Teacher's General Certificate with a first class or second class honours degree of a Scottish University which is not approved for the purpose of the grant of the Teacher's Special Certificate, or

(3) the Teacher's Technical Certificate with—

(*a*) a third class honours degree in agriculture of a Scottish University, or

(*b*) a third class honours degree in music of a Scottish University, or

(*c*) a third class honours degree in science (engineering) of a Scottish University,

and where the teacher is employed in a capacity described in sub-paragraph (1) of the last foregoing paragraph.

Scales III and XI

3.—(1) The basic element shall be calculated by reference to Scale III, where the teacher is a man, and to the Scale XI appropriate to the relevant salary year, where the teacher is a woman, and where the teacher holds—

(*a*) the Teacher's Special Certificate, and where the teacher is not employed as described in sub-paragraph (1) or sub-paragraph (2) of paragraph 1 of this Part of this Schedule; or

(*b*) the Teacher's General Certificate with—

(i) a qualification set forth in head (*a*) of sub-paragraph (3) of paragraph 1 of this Part of this Schedule, but is not employed as described in the said head, or

(ii) a qualification set forth in sub-paragraph (2) of the last foregoing paragraph, but is not employed as described in the said paragraph, or

(iii) a degree without honours of a Scottish University; or

(*c*) the Teacher's Technical Certificate with—

(i) a qualification set forth in head (*c*) of sub-paragraph (1) of paragraph 1 of this Part of this Schedule, but is not employed as described in the said sub-paragraph, or

(ii) a qualification set forth in head (*a*) of sub-paragraph (3) of the said paragraph, but is not employed as described in the said head, or

(iii) a qualification set forth in sub-paragraph (3) of the last foregoing paragraph, but is not employed as described in the said paragraph, or

(iv) a degree of a Scottish University, where the basic element of the teacher's salary is not calculable by reference to Scale I or Scale II or Scale IX or Scale X, or

(v) a diploma in art of a Scottish Central Institution, or

(vi) the Associateship of the Scottish College of Commerce without honours, or

(vii) the Teacher's Diploma of the Scottish College of Commerce, or

(viii) the Diploma in Musical Education of the Royal Scottish Academy of Music, or

(ix) the Fellowship Diploma of the Royal College of Organists, or

(x) the Graduate Diploma of the Royal Schools of Music, or

(xi) the Associateship of the Royal College of Science and Technology, Glasgow, without honours, or

(xii) the Associateship of the Heriot-Watt College not obtained at the level described in sub-head (vi) of head (*c*) of sub-paragraph (1) of paragraph 1 of this Part of this Schedule, or

(xiii) the Associateship of Robert Gordon's Technical College; or

(*d*) the Teacher's Technical Certificate with—

(i) the Diploma in Domestic Science, Group III, or Group I and Group II, or Group I with an approved endorsement in needlework or dressmaking both obtained before 1937, being a Diploma of a Scottish Central Institution, or

(ii) the Diploma of the Royal College of Science and Technology, Glasgow, or

(iii) the Diploma of the Heriot-Watt College, or

(iv) the Diploma of Robert Gordon's Technical College (School of Engineering), or

(v) the Diploma of the Dundee Technical College, or

(vi) the Higher National Diploma, or

(vii) the Diploma in Educational Handwork of a College of Education supplemented by the Higher National Certificate in the case of a person who has completed an approved apprenticeship or who holds the Final Certificate (First Class) of the City and Guilds of London Institute.

(2) Where a teacher, being a man, holds the Teacher's General Certificate without a degree of a Scottish University, the basic element of his salary shall be calculated by reference to Scale III.

Scales IV and XII

4. The basic element shall be calculated by reference to Scale IV, where the teacher is a man, and to the Scale XII appropriate to the relevant salary year, where the teacher is a woman, and where—

(1) the teacher holds the Teacher's Technical Certificate with—

(*a*) the Diploma in Physical Education of a College of Education obtained as a result of a course leading to the award of the Diploma and extending to not less than two years, where the course was completed before 1932, or not less than three years in other cases, or

(*b*) the Diploma in Educational Handwork of a College of Education supplemented by an Ordinary National Certificate and the Final Certificate (First Class) of the City and Guilds of London Institute, or

(2) the teacher, being a woman, holds the Teacher's General Certificate with a Diploma in Physical Education obtained at a College of Education as a result of a course leading to the award of the Diploma extending to not more than one year and completed before October, 1951, or

(3) the teacher, being a man, holds the Teacher's Technical Certificate without a qualification described in the foregoing paragraphs of this Part or in the last foregoing sub-paragraph, and the teacher before 1st January, 1956, began to attend a course of training at a College of Education leading to the award of the said Certificate.

Scales V and XIII

5. The basic element shall be calculated by reference to Scale V, where the teacher is a man, and to the Scale XIII appropriate to the relevant salary year, where the teacher is a woman, and where—

(1) the teacher, being a woman, holds the Teacher's General Certificate without a degree of a Scottish University, obtained as a result of a course at a College of Education leading to the award of the Certificate and extending to not less than four years, or, where the course was completed before October, 1933, extending to not less than three years; or

(2) the teacher, being a woman and not being a teacher to whom the provisions of sub-paragraph (2) of the last foregoing paragraph apply, holds the Teacher's General Certificate with a Diploma in Physical Education obtained at a College of Education as a result of a course leading to the award of the Diploma extending to not more than one year; or

(3) the teacher holds the Teacher's Technical Certificate with—

(*a*) a Diploma in Agriculture or in Horticulture of a Scottish Central Institution, or

(*b*) the Diploma of the Royal Scottish Academy of Music, or

(*c*) a combination of two Licentiateships or Associateships—

(i) one from the following list of qualifications having a direct bearing on the teaching of music in schools—

Licentiateship of the Royal Academy of Music (Aural Training)
Licentiateship of the Royal Academy of Music (Voice Culture and Class Singing)
Licentiateship of the Royal Academy of Music (School Music)
Associateship of the Royal College of Music (School Music Teaching)
Licentiateship of the Guildhall School of Music (Aural Training and Musical Appreciation)
Licentiateship of the Guildhall School of Music (Class Singing and Voice Training)
Licentiateship of the London College of Music (School Music)
Licentiateship of the Trinity College of Music (Class Music Teaching)

(ii) one from the following list of qualifications relating to performance on a musical instrument, singing, or the teaching of an instrument or of singing—

Licentiateship of the Royal Academy of Music
Associateship of the Royal College of Music
Associateship of the Royal College of Organists
Licentiateship of the Guildhall School of Music
Licentiateship of the London College of Music
Licentiateship of the Trinity College of Music, or

(*d*) the Diploma in Speech and Drama of the Royal Scottish Academy of Music; or

(4) the teacher, being a man to whom sub-paragraph (3) of the last foregoing paragraph does not apply, or being a woman, holds the Teacher's Technical Certificate with a combination of external Licentiateships and Associateships in music not approved for the purpose of the last foregoing sub-paragraph or a single external Licentiateship or Associateship in music, and where the said Certificate was awarded or the teacher began to attend a course leading to the award of the said Certificate before 1st November, 1956; or

(5) the teacher, being a man, holds the Diploma in Educational Handwork of a College of Education not supplemented as described in sub-head (vii) of head (*d*) of sub-paragraph (1) of paragraph 3 of this Part, or as described in head (*b*) of sub-paragraph (1) of the last foregoing paragraph, and where he began to attend a course of training at a College of Education after 31st December, 1955, but before 1st November, 1956, with a view to obtaining the said Diploma; or

(6) the teacher, being a man to whom sub-paragraph (3) of the last foregoing paragraph does not apply, holds the Teacher's Technical Certificate with the Diploma in Educational Handwork of a College of Education supplemented by the Higher National Certificate.

Scales VI and XIV

6. The basic element shall be calculated by reference to Scale VI, where the teacher is a man, and to the Scale XIV appropriate to the relevant salary year, where the teacher is a woman, and where—

(1) the teacher, being a woman, holds the Teacher's General Certificate, without a degree of a Scottish University, obtained as a result of a course at a College of Education leading to the award of the Certificate extending to not less than three years, or, where the course was completed before October, 1933, extending to not less than two years; or

(2) the teacher holds the Teacher's Technical Certificate with—

(*a*) a Diploma in Domestic Science, Group I or Group II, of a Scottish Central Institution, or

(*b*) a combination of external Licentiateships or Associateships in music not approved for the purposes of the last foregoing paragraph, or a single external Licentiateship or Associateship or Diploma in music, and where in either case the said Certificate was awarded or the teacher began to attend a course leading to the award of the said Certificate after 31st October, 1956, or

(*c*) the Diploma in Educational Handwork of a College of Education not supplemented as described in sub-head (vii) of head (*d*) of sub-paragraph (1) of paragraph 3 of this Part of this Schedule or as described in head (*b*) of sub-paragraph (1) of paragraph 4 or as described in sub-paragraph (6) of paragraph 5 of the said Part and where the teacher began to attend a course leading to the award of the Diploma after 31st October, 1956; or

(3) the teacher holds the Teacher's Technical Certificate awarded under paragraph (*bb*) of Article 47 of the Training Regulations in respect of the possession of the certificate or other qualification described opposite to serial number 1 or serial number 2 of footnote (*cc*) of the said Article.

Scales VII and XV

7. The basic element shall be calculated by reference to Scale VII, where the teacher is a man, and to the Scale XV appropriate to the relevant salary year, where the teacher is a woman, and where the teacher holds the Teacher's Technical Certificate awarded under paragraph (*bb*) of Article 47 of the Training Regulations in respect of the possession of the certificate or other qualification described opposite to serial number 3 or serial number 4 of footnote (*cc*) to the said Article.

Scales VIII and XVI

8. The basic element shall be calculated by reference to Scale VIII, where the teacher is a man, and to the Scale XVI appropriate to the relevant salary year, where the teacher is a woman, and where the teacher is an 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

Scales for Men

Service Year	Scale I	II	III	IV	V	VI	VII	VIII
	£	£	£	£	£	£	£	£
1st	780	730	630	585	600	545	535	520
2nd	815	755	655	610	620	565	550	535
3rd	850	780	680	635	640	585	565	550
4th	885	815	705	660	660	605	580	565
5th	920	850	730	685	680	625	595	580
6th	955	885	755	710	700	650	610	595
7th	990	920	780	735	720	675	625	610
8th	1,025	955	805	760	740	700	640	625
9th	1,060	990	830	785	765	725	660	640
10th	1,095	1,025	860	810	790	750	680	655
11th	1,130	1,060	890	835	815	775	700	670
12th	1,165	1,095	920	860	840	800	720	685
13th	1,200	1,130	950	890	865	825	740	700
14th	1,240	1,165	980	920	890	850	760	715
15th	1,280	1,200	1,010	950	915	875	780	730
16th	1,320	1,240	1,040	980	940	900	800	750
17th	1,360	1,280	1,070	1,010	965	925	820	765
18th	1,400	1,320	1,100	1,040	990	950	840	780
19th	1,400	1,360	1,100	1,070	1,015	975	840	780
20th and subsequent years	1,400	1,400	1,100	1,100	1,040	1,000	840	780

Scales for Women

Service Year	Scales appropriate to the remainder of the salary year ending on 31st March, 1960 IX	X	XI	XII	XIII	XIV	XV	XVI
	£	£	£	£	£	£	£	£
1st	735	685	605	560	575	520	510	485
2nd	765	710	630	585	595	540	525	500
3rd	800	735	655	610	610	555	540	510
4th	835	765	680	635	625	570	555	520
5th	870	800	700	660	640	585	570	530
6th	905	835	720	685	655	605	585	540
7th	940	870	740	705	670	625	600	555
8th	975	905	760	725	685	650	615	570
9th	1,010	940	780	745	710	675	635	585
10th	1,045	975	805	765	735	700	650	600
11th	1,080	1,010	835	785	760	725	670	615
12th	1,110	1,045	865	805	785	750	685	630
13th	1,145	1,080	895	835	810	775	700	650
14th	1,185	1,110	925	865	835	800	715	665
15th	1,225	1,145	955	895	860	825	730	680
16th	1,260	1,185	985	925	885	850	745	695
17th	1,295	1,225	1,015	955	910	875	760	710
18th	1,330	1,260	1,045	985	935	900	775	730
19th	1,330	1,295	1,045	1,015	960	925	775	730
20th and subsequent years	1,330	1,330	1,045	1,045	985*	945*	775	730

Scales for Women

Service Year	Scales appropriate to the salary year ending 31st March, 1961							
	IX	X	XI	XII	XIII	XIV	XV	XVI
	£	£	£	£	£	£	£	£
1st	755	705	615	570	585	530	520	500
2nd	790	730	640	595	605	550	535	515
3rd	825	755	665	620	625	570	550	530
4th	860	790	690	645	640	585	565	545
5th	895	825	715	670	660	605	580	555
6th	930	860	735	695	680	625	595	570
7th	965	895	760	720	695	650	610	585
8th	1,000	930	780	740	715	675	625	600
9th	1,035	965	805	765	735	700	645	615
10th	1,070	1,000	830	790	760	725	665	630
11th	1,105	1,035	860	810	785	750	685	645
12th	1,135	1,070	890	835	810	775	700	660
13th	1,170	1,105	920	860	835	800	720	675
14th	1,210	1,135	950	890	860	825	740	690
15th	1,250	1,170	980	920	885	850	755	705
16th	1,290	1,210	1,010	950	910	875	770	720
17th	1,325	1,250	1,040	980	935	900	790	735
18th	1,365	1,290	1,070	1,010	960	925	810	755
19th	1,365	1,325	1,070	1,040	985	950	810	755
20th and subsequent years	1,365	1,365	1,070	1,070	1,010*	975*	810	755

Service Year	Scales appropriate to the salary year ending 31st March, 1962, and each salary year thereafter							
	IX	X	XI	XII	XIII	XIV	XV	XVI
	£	£	£	£	£	£	£	£
1st	780	730	630	585	600	545	535	520
2nd	815	755	655	610	620	565	550	535
3rd	850	780	680	635	640	585	565	550
4th	885	815	705	660	660	605	580	565
5th	920	850	730	685	680	625	595	580
6th	955	885	755	710	700	650	610	595
7th	990	920	780	735	720	675	625	610
8th	1,025	955	805	760	740	700	640	625
9th	1,060	990	830	785	765	725	660	640
10th	1,095	1,025	860	810	790	750	680	655
11th	1,130	1,060	890	835	815	775	700	670
12th	1,165	1,095	920	860	840	800	720	685
13th	1,200	1,130	950	890	865	825	740	700
14th	1,240	1,165	980	920	890	850	760	715
15th	1,280	1,200	1,010	950	915	875	780	730
16th	1,320	1,240	1,040	980	940	900	800	750
17th	1,360	1,280	1,070	1,010	965	925	820	765
18th	1,400	1,320	1,100	1,040	990	950	840	780
19th	1,400	1,360	1,100	1,070	1,015	975	840	780
20th and subsequent years	1,400	1,400	1,100	1,100	1,040*	1,000*	840	780

* A teacher described in sub-paragraph (1) of paragraph 5 of Part I of this Schedule or in sub-paragraph (1) of paragraph 6 of the said Part who, before 1st January, 1920, entered upon training under Chapter III of the Regulations for the Preliminary Education, Training, and Certification of Teachers for Various Grades of Schools (Scotland), 1906 to 1915, or training which for the purposes of this Schedule is approved as equivalent thereto, shall be entitled to further increments in the 21st, 22nd and 23rd service years as follows:—

Salary year ending 31st March	Scale XIII			Scale XIV		
	21st	22nd	23rd	21st	22nd	23rd
	£	£	£	£	£	£
1960...	1,005	1,025	1,045	975	1,010	1,045
1961...	1,030	1,050	1,070	1,000	1,035	1,070
1962...	1,060	1,080	1,100	1,030	1,060	1,100

Regulation 18

SECOND SCHEDULE

PART I

RESPONSIBILITY ELEMENT OF SALARIES OF TEACHERS EMPLOYED IN POSTS OF SPECIAL RESPONSIBILITY IN SCHOOLS

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 primary school	XVII
2	a secondary school	XVII and XVIII
3	a secondary school making provision for a course of secondary education extending over not less than five years;	XVII, XVIII and XIX
4	a school for deaf or partially deaf pupils;	XX
5	a school for blind or partially sighted pupils;	XXI
6	a school for mentally handicapped pupils;	XXII
7	a school for epileptic pupils;	XVII
8	a school for pupils suffering from speech defect;	XVII
9	a school for maladjusted pupils;	XVII
10	a school for physically handicapped pupils;	XVII
11	a school for pupils of two or more of the categories described opposite to serial numbers 7, 8, 9 and 10;	XVII
12	a school for pupils of two or more of the categories described opposite to serial numbers 4, 5, 6, 7, 8, 9 and 10 not being a school described opposite to serial number 11.	XXII

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
13	*Deputy Head Teacher, Second Master, First Assistant or Senior Woman Assistant* in a primary school or in a school described opposite to any of serial numbers 4 to 12 of this Part of this Schedule.	Thirty-three and one-third per cent. of the amount that would be payable under the relevant Scale to the Head Teacher if the school consisted only of the part or parts which the teacher concerned is appointed to supervise; provided that in the case of a primary school 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.
14	*Infant Mistress* in a primary school.	Thirty-three and one-third per cent. of the amount that is payable under Scale XVII 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.
15	*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.	Thirty-three and one-third per cent. of the amount which would be payable under Scales XVII, XVIII and XIX to the Head Teacher if the school consisted only of the part or parts which the teacher concerned is appointed to supervise.
16	*Teacher wholly responsible to the Head Teacher for a group of classes for handicapped children.* *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 (8) of Regulation 6 of the Code) in the secondary department of the school or secondary departments of the schools in which the teacher is employed:—	XXV

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
17	(*a*) being a school or schools as described opposite to serial number 2 of this Part of this Schedule;	XXIII
18	(*b*) being or including a school or schools as described opposite to serial number 3 of this Part of this Schedule.	XXIII and XXIV
	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 (8) of Regulation 6 of the Code) in the secondary department of the school or the secondary departments of the schools in which the teacher is employed:—	
19	(*a*) being a school or schools as described opposite to serial number 2 of this Part of this Schedule;	£60
20	(*b*) being or including a school or schools as described opposite to serial number 3 of this Part of this Schedule;	£90
21	A combined post as a *Deputy Head Teacher, Second Master or First Assistant* as described opposite to serial number 15 of this Part of this Schedule and as a *Principal Teacher* as described opposite to serial number 17, or serial number 18, or serial number 19, or serial number 20 of this Part of this Schedule.	The sum which would be payable under the provisions of serial number 15 if the percentage of forty were substituted for the percentage of thirty-three and one-third.
	Teacher whose duties include those of Woman Adviser in accordance with the provisions of paragraph (7) of Regulation 6 of the Code or in a secondary department to which the provisions of the said paragraph do not apply:—	
22	(*a*) in a school as described opposite to serial number 2 of this Part of this Schedule;	XXIII
23	(*b*) in a school as described opposite to serial number 3 of this Part of this Schedule.	XXIII and XXIV

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
24	A combined post as a *Woman Adviser* as described opposite to serial number 22 or serial number 23 of this Part of this Schedule and as a *Principal Teacher* as described opposite to serial number 17, or serial number 18, or serial number 19, or serial number 20 of this Part of this Schedule.	The sum payable under serial number 22 or serial number 23 as the case may be together with £50 or £20 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 (8) of Regulation 6 of the Code).
25	*Special Assistant Teacher* in a school being or including a school as described opposite to serial number 3 of this Part of this Schedule.	£80
26	*Teacher in charge*, under an arrangement made by the education authority under section 14 of the Act of 1946, of the education of pupils who are patients in a hospital.	XXV
	GROUP B	
27	*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. *Head Teacher, Deputy Head Teacher, Second Master, First Assistant or Senior Woman Assistant* of a school described opposite to any of serial numbers 4 to 12 of this Part of this Schedule whose work in connection with the provision made for pupils of 12 years of age or over, in the opinion of the Secretary of State, imposes on the Head Teacher, Deputy Head Teacher, Second Master, First Assistant or Senior Woman Assistant not less special responsibility than is imposed by the secondary course on:—	Where such employment is whole-time employment £25, and where it is part-time employment that sum which bears the same relation to £25 as the part-time employment bears to whole-time employment, provided that the amount of the increase shall not exceed £65.
28	(*a*) 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;	£90

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
29	(*b*) the Deputy Head Teacher, Second Master, First Assistant or Senior Woman Assistant of a school described opposite to serial number 2 of this Part of this Schedule with 100 or less pupils in secondary classes;	£30
30	(*c*) 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;	£140
31	(*d*) the Deputy Head Teacher, Second Master, First Assistant or Senior Woman Assistant 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.	£45
	GROUP C	
32	*Teacher who is employed whole-time as Organiser or Supervisor of a Technical Subject.*	£450 plus either (*a*) £1 5s. 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*) £225, 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 1956, 1957 and 1958, and the number of supervisors or organisers of the relative technical subjects shall be the number normally employed by the education authority.
33	*Teacher who is employed whole-time as a Principal Educational Psychologist.*	£450 plus either (*a*) £1 5s. in respect of each thousand of the pupils on the roll of the public schools in the education area, or (*b*) £225 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 1956, 1957 and 1958.

Serial Number (1)	Post held by Teacher (2)	Scale or Scales in Part II of this Schedule, or amount of increase (3)
34	*Teacher who is employed whole-time as a Senior Assistant Educational Psychologist or as a Sole Educational Psychologist.*	£180
35	*Teacher who is employed whole-time as an Assistant Educational Psychologist.*	£60
	GROUP D	
	Teacher employed as a Speech Therapist:—	
36	(*a*) who holds an approved special qualification for the post;	£120
37	(*b*) who does not hold such a qualification.	£50

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 18(6) of these Regulations (3)	Amount of Increase (4)
			£
38	XVII	In the whole school:—	
		50 or less (*a*)	120
		51– 100 (*b*)	160
		101– 180 (*c*)	220
		181– 450 (*d*)	300
		451– 650 (*e*)	400
		651– 850 (*f*)	500
		851–1,000 (*g*)	550
		1,001 or more (*h*)	600
39	XVIII	In secondary classes:—	
		100 or less (*a*)	100
		101– 200 (*b*)	140
		201– 450 (*c*)	180
		451– 650 (*d*)	230
		651– 850 (*e*)	280
		851–1,000 (*f*)	300
		1,001 or more (*g*)	325
40	XIX	In the 4th, 5th and later years of the secondary course:—	
		30 or less (*a*)	100
		31– 60 (*b*)	140
		61– 100 (*c*)	180
		101– 150 (*d*)	230
		151– 200 (*e*)	280
		201– 300 (*f*)	330
		301– 400 (*g*)	380
		401 or more (*h*)	425

Serial Number (1)	Scale (2)	Average number of pupils in attendance as calculated in accordance with Regulation 18(6) of these Regulations (3)	Amount of Increase (4)
			£
41	XX	In the whole school:—	
		10 or less (*a*)	90
		11– 30 (*b*)	150
		31– 60 (*c*)	200
		61– 100 (*d*)	250
		101 or more (*e*)	300
42	XXI	In the whole school:—	
		20 or less (*a*)	90
		21– 60 (*b*)	150
		61– 100 (*c*)	200
		101– 160 (*d*)	250
		161 or more (*e*)	300
43	XXII	In the whole school:—	
		20 or less (*a*)	90
		21– 60 (*b*)	150
		61– 100 (*c*)	200
		101– 160 (*d*)	250
		161– 250 (*e*)	300
		251– 300 (*f*)	350
		301– 350 (*g*)	400
		351 or more (*h*)	450
44	XXIII	In secondary classes:—	
		450 or less (*a*)	75
		451– 600 (*b*)	110
		601– 800 (*c*)	145
		801–1,000 (*d*)	165
		1,001 or more (*e*)	185
45	XXIV	In 4th, 5th and later years of the secondary course:—	
		50 or less (*a*)	75
		51– 100 (*b*)	100
		101– 200 (*c*)	125
		201– 300 (*d*)	160
		301– 400 (*e*)	185
		401 or more (*f*)	205
46	XXV	In a group of special classes:—	
		20 or less (*a*)	55
		21– 60 (*b*)	85
		61– 100 (*c*)	120
		101– 160 (*d*)	155
		161– 250 (*e*)	195
		251 or more (*f*)	235

Regulations 22 and 26

THIRD SCHEDULE

Classification of Teachers employed in Further Education Centres by their Qualifications

Part IA

Qualifications entitling teachers to be classified in Group IA

1. An approved degree of a Scottish University with first class or second class honours.

2. Associateship of the Royal College of Science and Technology, Glasgow, obtained before 1951.

3. Associateship of the Royal College of Science and Technology, Glasgow, with first class or second class honours, obtained in 1951 or later.

4. Associateship of the Scottish College of Commerce, with first class or second class honours.

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

Part IB

Qualifications entitling teachers to be classified in Group IB

1. An approved degree of a Scottish University with third class honours.

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

Part II

Qualifications entitling teachers to be classified in Group II

1. Degree of a University in the United Kingdom not entitling the teacher to be classified in Group IA or Group IB.

2. Associateship of the Royal College of Science and Technology, Glasgow, obtained in 1951 or later without honours.

3. Associateship of the Heriot-Watt College, Edinburgh.

4. Diploma of a Scottish Central Institution in engineering, science, mining or building.

5. Higher National Diploma.

6. Associateship of the Royal College of Science, London.

7. Associate Membership of the Institution of Civil Engineers, the Institution of Mechanical Engineers or the Institution of Electrical Engineers, provided that the Associate Member has passed the Associate Membership Examination, or an examination accepted by the Institution as giving exemption from the Associate Membership Examination.

8. Associate Membership by examination of the Institution of Chemical Engineers.

9. Associate Membership of the Institution of Structural Engineers, provided that the Associate Member has passed the Associate Membership Examination after 1st April, 1935, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination.

10. Associate Membership by examination of the Institution of Production Engineers, provided that the Associate Member has (*a*) passed the Associate Membership Examination after 1st May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination, (*b*) obtained a pass on the higher grade in the Scottish Leaving Certificate Examination in mathematics or an equivalent qualification, and (*c*) obtained a pass on the lower grade in the Scottish Leaving Certificate Examination in science (including either chemistry or physics) or an equivalent qualification.

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

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

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

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

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

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

17. Associateship of the Royal School of Mines.

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

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

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

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

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

23. Associateship of the Scottish College of Commerce, without honours.

24. Teacher's Diploma of the Scottish College of Commerce.

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

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

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

28. Art Diploma of a Scottish Central Institution.

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

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

31. Associate Membership of the Institution of Naval Architects.

32. Fellowship of the Scottish Association of Opticians.

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

PART III

QUALIFICATIONS ENTITLING TEACHERS TO THE FULL BENEFITS OF SCALES LVII AND LXI

1. Diploma in Educational Handwork of a College of Education.
2. Higher National Certificate.
3. Full Technological Certificate of the City and Guilds of London Institute.
4. Higher Certificate in Gas Engineering.
5. Higher Scottish Certificate in Plumbing.
6. Master's (foreign-going) Certificate of Competency of the Ministry of Transport.

7. First-Class Engineer's Certificate of Competency of the Ministry of Transport.
8. Senior Certificate of the Royal College of Science and Technology, Glasgow, in engineering or building construction.
9. First-Class Colliery Manager's Certificate of the Ministry of Fuel and Power.
10. Scottish Diploma in Agriculture.
11. Scottish Diploma in Horticulture.
12. Scottish Diploma in Dairying.
13. Scottish Diploma in Poultry-keeping.
14. Associateship of the Chartered Institute of Secretaries.
15. Membership of the Institute of Bankers in Scotland.
16. Associateship of the Chartered Insurance Institute.
17. Associateship of the Corporation of Secretaries.
18. Domestic Science Diploma (Groups I or II) of a Scottish Central Institution.
19. National Institutional and Catering Management Certificate of the Institutional Management Association.
20. Recognition as a Registered General Nurse.
21. Diploma in Physical Education of a College of Education.
22. A qualification under the Training Regulations.
23. Fellowship of the Incorporated British Institute of Certified Carpenters.
24. Corporate Membership of the Institute of Marine Engineers.
25. Any other qualification or combination of qualifications approved by the Secretary of State.

Regulations 23 and 25

FOURTH SCHEDULE

Classification of Posts in Further Education Centres by the Level of Work

Part I

Categories of work required for classification of posts in Grade I

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

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

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

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

Part II

Categories of work required for classification of posts in Grade II

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

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

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

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

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

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

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

Regulation 24

FIFTH SCHEDULE

ASSESSMENT OF VOLUME AND LEVEL OF WORK OF FURTHER EDUCATION CENTRES

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

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

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

TABLE

Serial Number (1)	Description of Teacher (2)	Number of points (3)
47	A teacher who was a principal, depute principal, head of department or senior assistant teacher within the meaning of the Regulations of 1956 during the standard year.	10
48	An assistant teacher whose salary was calculated by reference to Scale XLVI or to Scale XLIX of the Regulations of 1956 during the standard year.	10
49	An assistant teacher whose salary was calculated by reference to Scale XLVII or to Scale L of the Regulations of 1956 during the standard year.	8
50	An assistant teacher whose salary was calculated by reference to Scale XLVIII or to Scale LI of the Regulations of 1956 during the standard year.	7

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

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

Regulation 25

SIXTH SCHEDULE

Salary Scales for Principals and Depute Principals of Further Education Centres

Part I

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

Serial Number	Scale in Part II				Range of Index Figures
	Principals		Depute Principals		
	Men	Women	Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)
51	XXVI	XL	XXVIII	XLII	Over 300,000
52	XXVII	XLI	XXIX	XLIII	270,001 to 300,000
53	XXX	XLIV	XXXIV or XXXV	XLVIII or XLIX	240,001 to 270,000
54	XXXI	XLV	XXXV or XXXVI	XLIX or L	210,001 to 240,000
55	XXXII	XLVI	XXXV or XXXVI	XLIX or L	180,001 to 210,000
56	XXXIII	XLVII	XXXVI or XXXVII	L or LI	150,001 to 180,000
57	XXXIV	XLVIII	XXXVI or XXXVII	L or LI	120,001 to 150,000
58	XXXV	XLIX	XXXVII or XXXVIII	LI or LII	90,001 to 120,000
59	XXXVI	L	XXXVII or XXXVIII	LI or LII	60,001 to 90,000
60	XXXVII	LI	XXXVIII or XXXIX	LII or LIII	30,001 to 60,000
61	XXXVIII	LII	XXXIX	LIII	30,000 or under

Part II

Scales for Principals and Depute Principals

Year of Service in Post	Scales for Men													
	XXVI	XXVII	XXVIII	XXIX	XXX	XXXI	XXXII	XXXIII	XXXIV	XXXV	XXXVI	XXXVII	XXXVIII	XXXIX
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
1st	2,730	2,665	2,185	2,130	2,345	2,215	2,085	1,955	1,825	1,695	1,570	1,445	1,320	1,195
2nd					2,405	2,275	2,145	2,015	1,885	1,755	1,630	1,505	1,380	1,255
3rd					2,470	2,340	2,210	2,080	1,950	1,820	1,695	1,570	1,445	1,320
4th					2,535	2,405	2,275	2,145	2,015	1,885	1,760	1,635	1,510	1,385
5th and each further year					2,600	2,470	2,340	2,210	2,080	1,950	1,825	1,700	1,575	1,450

Year of Service in Post	Scales for Women appropriate to the remainder of the Salary Year ending on 31st March, 1960													
	XL	XLI	XLII	XLIII	XLIV	XLV	XLVI	XLVII	XLVIII	XLIX	L	LI	LII	LIII
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
1st	2,650	2,585	2,105	2,050	2,265	2,135	2,005	1,875	1,745	1,615	1,490	1,365	1,240	1,115
2nd					2,325	2,195	2,065	1,935	1,805	1,675	1,550	1,425	1,300	1,175
3rd					2,390	2,260	2,130	2,000	1,870	1,740	1,615	1,490	1,365	1,240
4th					2,455	2,325	2,195	2,065	1,935	1,805	1,680	1,555	1,430	1,305
5th and each further year					2,520	2,390	2,260	2,130	2,000	1,870	1,745	1,620	1,495	1,370

Year of Service in Post	Scales for Women appropriate to the Salary Year ending on 31st March, 1961													
	XL	XLI	XLII	XLIII	XLIV	XLV	XLVI	XLVII	XLVIII	XLIX	L	LI	LII	LIII
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
1st	2,690	2,625	2,145	2,090	2,305	2,175	2,045	1,915	1,785	1,655	1,530	1,405	1,280	1,155
2nd					2,365	2,235	2,105	1,975	1,845	1,715	1,590	1,465	1,340	1,215
3rd					2,430	2,300	2,170	2,040	1,910	1,780	1,655	1,530	1,405	1,280
4th					2,495	2,365	2,235	2,105	1,975	1,845	1,720	1,595	1,470	1,345
5th and each further year					2,560	2,430	2,300	2,170	2,040	1,910	1,785	1,660	1,535	1,410

Year of Service in Post	Scales for Women appropriate to the Salary Year ending on 31st March, 1962, and each Salary Year thereafter													
	XL	XLI	XLII	XLIII	XLIV	XLV	XLVI	XLVII	XLVIII	XLIX	L	LI	LII	LIII
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
1st	2,730	2,665	2,185	2,130	2,345	2,215	2,085	1,955	1,825	1,695	1,570	1,445	1,320	1,195
2nd					2,405	2,275	2,145	2,015	1,885	1,755	1,630	1,505	1,380	1,255
3rd					2,470	2,340	2,210	2,080	1,950	1,820	1,695	1,570	1,445	1,320
4th					2,535	2,405	2,275	2,145	2,015	1,885	1,760	1,635	1,510	1,385
5th and each further year					2,600	2,470	2,340	2,210	2,080	1,950	1,825	1,700	1,575	1,450

Regulation 26

SEVENTH SCHEDULE

Salary Scales for Heads of Departments, Senior Assistant Teachers and Assistant Teachers employed in Further Education Centres

Part I

Application of the Scales in Part II to the Salaries of Heads of Departments, Senior Assistant Teachers and Assistant Teachers

Serial Number (1)	Scale in Part II: Men (2)	Scale in Part II: Women (3)	Group of Teacher and Grade of Post occupied (4)
62	LIV	LVIII	Group IA teachers and other teachers occupying Grade I posts.
63	LV	LIX	Group IB teachers occupying Grade II or Grade III posts.
64	LVI	LX	Group II teachers occupying Grade II or Grade III posts and Group III teachers occupying Grade II posts.
65	LVII	LXI	Group III teachers occupying Grade III posts.

Part II

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

Service Year	Scales for Men				Scales for Women appropriate to the remainder of the Salary Year ending on 31st March, 1960			
	LIV	LV	LVI	LVII	LVIII	LIX	LX	LXI
	£	£	£	£	£	£	£	£
1st	900	850	725	635	855	810	690	605
2nd	935	875	755	660	890	830	720	625
3rd	970	900	785	685	925	855	750	645
4th	1,005	935	815	710	960	890	780	665
5th	1,040	970	845	735	995	925	810	685
6th	1,075	1,005	875	760	1,030	960	840	705
7th	1,110	1,040	905	790	1,065	995	870	735
8th	1,150	1,075	935	820	1,105	1,030	895	765
9th	1,190	1,110	965	850	1,145	1,065	920	795
10th	1,230	1,150	995	880	1,175	1,105	945	825
11th	1,270	1,190	1,025	910	1,210	1,145	970	855
12th	1,310	1,230	1,060	940	1,245	1,175	1,005	885
13th	1,350	1,270	1,095	970	1,280	1,210	1,040	915
14th	1,390	1,310	1,130	1,000	1,315	1,245	1,075	945
15th	1,430	1,350	1,165	1,030	1,350	1,280	1,110	975
16th	1,470	1,390	1,200	1,060	1,390	1,315	1,145	1,005
17th	1,510	1,430	1,235	1,090	1,430	1,350	1,180	1,035
18th	1,550	1,470	1,270	1,120	1,470	1,390	1,215	1,065
19th	1,550	1,510	1,270	1,150	1,470	1,430	1,215	1,095
20th and each further year	1,550	1,550	1,270	1,150	1,470	1,470	1,215	1,095

Service Year	Scales for Women appropriate to the Salary Year ending on 31st March, 1961				Scales for Women appropriate to the Salary Year ending on 31st March, 1962, and each Salary Year thereafter			
	LVIII	LIX	LX	LXI	LVIII	LIX	LX	LXI
	£	£	£	£	£	£	£	£
1st	875	830	705	620	900	850	725	635
2nd	910	850	735	640	935	875	755	660
3rd	945	875	765	665	970	900	785	685
4th	980	910	795	685	1,005	935	815	710
5th	1,015	945	825	710	1,040	970	845	735
6th	1,050	980	855	735	1,075	1,005	875	760
7th	1,085	1,015	885	760	1,110	1,040	905	790
8th	1,125	1,050	915	790	1,150	1,075	935	820
9th	1,165	1,085	940	820	1,190	1,110	965	850
10th	1,200	1,125	970	850	1,230	1,150	995	880
11th	1,240	1,165	995	880	1,270	1,190	1,025	910
12th	1,270	1,200	1,030	910	1,310	1,230	1,060	940
13th	1,315	1,240	1,065	940	1,350	1,270	1,095	970
14th	1,350	1,270	1,100	970	1,390	1,310	1,130	1,000
15th	1,390	1,315	1,135	1,000	1,430	1,350	1,165	1,030
16th	1,430	1,350	1,170	1,030	1,470	1,390	1,200	1,060
17th	1,470	1,390	1,205	1,060	1,510	1,430	1,235	1,090
18th	1,510	1,430	1,240	1,090	1,550	1,470	1,270	1,120
19th	1,510	1,470	1,240	1,120	1,550	1,510	1,270	1,150
20th and each further year	1,510	1,510	1,240	1,120	1,550	1,550	1,270	1,150

Regulation 26

EIGHTH SCHEDULE

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

Serial Number	Amount of Addition				Range of Index Figures
	Head of Department		Senior Assistant Teacher		
	Not less than	Not more than	Not less than	Not more than	
(1)	(2)	(3)	(4)	(5)	(6)
	£	£	£	£	
66	325	455	260	390	Over 240,000.
67	295	425	230	360	210,001 to 240,000.
68	265	395	200	330	180,001 to 210,000.
69	200	330	130	265	120,001 to 180,000.
70	130	230	65	165	60,001 to 120,000.
71	65	130	35	100	60,000 or under.

Regulation 47

NINTH SCHEDULE

REGULATIONS REVOKED

Short Title	*Reference*
The Teachers' Salaries (Scotland) Regulations, 1956	S.I. 1956/1656
The Teachers' Salaries (Scotland) (Amendment No. 1) Provisional Regulations, 1957	S.I. 1957/1768
The Teachers' Salaries (Scotland) (Amendment No. 2) Regulations, 1958	S.I. 1958/369
The Teachers' Salaries (Scotland) (Amendment No. 3) Provisional Regulations, 1958	S.I. 1958/1732

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 salary to be paid by education authorities to teachers employed whole-time in the period 1st January, 1960, to 31st March, 1963.

Part II prescribes without material change how previous teaching service, war service, national service and certain other employments are to determine the position of a teacher on the salary scales.

Part III and the First and Second Schedules deal with the salaries of teachers in schools. They prescribe eight basic scales for men, and corresponding scales for women which continue to give effect to the policy of equating in seven stages women's scales to those for men. The women's scales cover the fifth, sixth and seventh stages. The following table shows the changes in the scales for the largest groups of teachers as compared with the corresponding scales brought into operation on 1st November, 1956, the date of the last triennial review, and with the scales brought into operation on 1st November, 1958, when an interim increase of five per cent. of basic salary came into effect.

Date of Introduction of Scales	Scales for Men	Scales for Women
First or Second Class honours graduates and teachers holding equivalent qualifications		
1st January, 1960 ...	£780 to £1,400 in 18 years	£735 to £1,330 in 18 years
1st November, 1958 ...	£709 to £1,260 in 18 years	£646 to £1,171 in 18 years
1st November, 1956 ...	£675 to £1,200 in 18 years	£585 to £1,065 in 18 years
Ordinary graduates and teachers holding equivalent qualifications		
1st January, 1960 ...	£630 to £1,100 in 18 years	£605 to £1,045 in 18 years
1st November, 1958 ...	£604 to £1,034 in 18 years	£572 to £956 in 18 years
1st November, 1956 ...	£575 to £985 in 18 years	£525 to £860 in 18 years
Non-graduate primary teachers trained for three years		
1st January, 1960 ...	—	£520 to £945 in 20 years
1st November, 1958 ...	—	£509 to £866 in 20 years
1st November, 1956 ...	—	£470 to £780 in 20 years

Certain increases have been made in the additions prescribed for teachers holding additional qualifications and employed in particular posts.

The payments made, in addition to the basic element of salary, to teachers in posts of special responsibility have been increased, and the scales based on average numbers of pupils in attendance by reference to which the payments are calculated have been extended to take account of the growth in the size of some schools.

Part IV and the Third to Eighth Schedules continue without material change the system for calculating the salaries of teachers in further education centres. The scales in force before the interim increase was made have been increased for Principals and Depute Principals by 15 or 16 per cent. apart from a few posts in the largest centres affected by an extension in the scales to take account of the growth in size: for these posts the increases range up to 21 per cent. For the remaining classes of teachers the scales have been increased by amounts ranging from 6 to 15 per cent.

Part V continues without change the provision for supplements to the salaries of teachers employed in remote schools and further education centres and in distant islands.

Part VI enables the Secretary of State, often after consultation with the National Joint Council, to modify the Regulations in special circumstances on the application of an education authority or a teacher. These provisions do not differ materially from those in earlier Regulations.

ELECTRICITY

ELECTRICITY BOARDS

1959 No. 1322

The Electricity (Staff Compensation) Regulations, 1959

Laid before Parliament in draft
Made - - - - *28th July*, 1959
Coming into Operation *6th August*, 1959

The Minister of Power, in exercise of the powers conferred upon him by section twenty-seven of the Electricity Act, 1957(a), and of all other powers him enabling, hereby makes the following regulations, a draft of which has been laid before Parliament and has been approved by resolution of each House of Parliament in accordance with subsection (6) of that section:—

PART I—PRELIMINARY

Citation and commencement

1. These regulations shall come into operation on the sixth day of August, nineteen hundred and fifty-nine, and may be cited as the Electricity (Staff Compensation) Regulations, 1959.

(a) 5 & 6 Eliz. 2. c. 48.