

## 1984 No. 1650

## EDUCATION, ENGLAND AND WALES

**The Remuneration of Teachers (Primary and Secondary Education) (Amendment) Order 1984**

<i>Made - - - -</i>	<i>23rd October 1984</i>
<i>Coming into Operation</i>	<i>31st October 1984</i>

## WHEREAS—

(1) in pursuance of section 3(1) of the Remuneration of Teachers Act 1965 (a) (“the Act”) certain matters in respect of which agreement had not been reached in the Committee constituted under section 1 of the Act for the purpose of considering the remuneration payable to teachers in primary and secondary schools maintained by local education authorities and to other persons employed by such authorities as teachers in the provision of primary and secondary education (except teachers in an establishment maintained by a local authority in the exercise of a social services function) (“the Committee”) were referred to arbitration, and in pursuance of section 4(1) of the Act the recommendations of the arbitrators with respect to those matters have been passed to the Secretary of State;

(2) there is in force an Order made under section 2(4) of the Act with respect to the remuneration of the teachers in question, namely the Remuneration of Teachers (Primary and Secondary Education) Order 1983 (b);

(3) it appears to the Secretary of State that effect can most conveniently be given to the recommendations of the arbitrators by amending the scales and other provisions set out in the document referred to in the said Order, namely the document published by Her Majesty’s Stationery Office on 7th October 1983, under the title “Scales of Salaries for Teachers: Primary and Secondary Education, England and Wales 1983” (c) (“the 1983 Document”);

(4) in pursuance of section 2(5) of the Act the Secretary of State has prepared a draft Order setting out the amendments of the scales and other provisions which, in his opinion, are requisite for giving effect to the recommendations of the arbitrators; and

(5) the Secretary of State, as required by section 2(6) of the Act, has consulted the Committee with respect to the draft Order and has made such modifications of the draft as are requisite for giving effect to representations made by the Committee with respect thereto:

Now, therefore, the Secretary of State, in pursuance of sections 2(6) and 7(3) of the Act, hereby makes the following Order, which is in the form of the draft as so modified:—

1.—(1) This Order may be cited as the Remuneration of Teachers (Primary and Secondary Education) (Amendment) Order 1984.

(2) This Order shall come into operation on 31st October 1984 and shall have effect as from 1st April 1984.

(a) 1965 c.3.

(b) S.I. 1983/1463.

(c) ISBN 0 11 270550 2.

2. The scales and other provisions contained in the 1983 Document are hereby amended, with effect from 1st April 1984, in the manner specified in the Schedule to this Order.

## SCHEDULE

### Amendments effective from 1st April 1984

1. In section 8(c) for the sum of £762 there shall be substituted the sum of £801.
2. In section 9(c)—
  - (a) in paragraph (i) for the sum of £1,605 there shall be substituted the sum of £1,686;
  - (b) in paragraph (ii) for the sum of £1,353 there shall be substituted the sum of £1,422.
3. In section 10—
  - (a) in paragraph (a)(i) for the sum of £711 there shall be substituted the sum of £747;
  - (b) in paragraph (a)(ii) for the sum of £480 there shall be substituted the sum of £504;
  - (c) in paragraph (c) for the sum of £642 there shall be substituted the sum of £675;
  - (d) in paragraph (e)(i) for the sum of £597 there shall be substituted the sum of £633;
  - (e) in paragraph (e)(ii) for the sum of £393 there shall be substituted the sum of £417.
4. In section 10(d) for the words “handicapped children” there shall be substituted the words “pupils with statements of special educational needs”.
5. In section 11(6)(b)(v) for the words “retarded, disturbed and handicapped children” there shall be substituted the words “children with special educational needs”.
6. In section 14(2)(a) and (b) for the sum of £492 there shall in each case be substituted the sum of £516.
7. In section 15(b) the word “handicapped” shall be deleted.
8. In section 20 for the sum of £558 there shall be substituted the sum of £585.
9. For Appendix I there shall be substituted the following Appendix—

## APPENDIX I

## Scales of Salaries

1. **Qualified Teachers (excluding Head Teachers and Deputy Head Teachers) in schools, other than special schools and Unqualified Teachers to whom section 7(2) applies—**

Incremental Point	Scales				
	1	2	3	4	Senior Teacher
	£	£	£	£	£
0	5,442	6,252	7,734	9,201	9,915
1	5,694	6,489	8,004	9,597	10,287
2	5,883	6,732	8,280	9,915	10,659
3	6,072	6,975	8,556	10,287	11,031
4	6,252	7,230	8,886	10,659	11,403
5	6,489	7,482	9,201	11,031	11,931
6	6,732	7,734	9,597	11,403	12,363
7	6,975	8,004	9,915	11,931	12,963
8	7,230	8,280	10,287	12,363	13,395
9	7,482	8,556	10,659		
10	7,734	8,886	11,031		
11	8,004	9,201			
12	8,280	9,597			
13	8,556				

*Note 1*

Where a teacher paid on Scale 1 is entitled to be classed as a good honours graduate for salary purposes under the conditions set out in annex F to Appendix III, the scale shall be extended by two increments as follows—

Incremental Point	Salary
14	£ 8,886
15	9,201

*Note 2*

Teachers entitled to be paid a personal salary of £3,609 per annum on 31 March 1975 as good honours graduates on Scale 2 under the provisions of Appendix I to the 1974 Primary and Secondary Salaries Document (a) shall be paid a personal salary of £9,915.

*Note 3*

In the case of a teacher to whom section 10(b) applies, this paragraph shall have effect subject thereto and the additional increment there referred to shall if he is a Senior Teacher, equal the amount of the last increment on the relevant scale, and in any other case equal the amount of the next increment in the incremental sequence common to all the above scales.

**2. Qualified Teachers (excluding Head Teachers and Deputy Head Teachers) in special schools**

Incremental Point	Scales			
	1	2(S)	3(S)	Senior Teacher
	£	£	£	£
0	5,442	6,975	8,556	9,915
1	5,694	7,230	8,886	10,287
2	5,883	7,482	9,201	10,659
3	6,072	7,734	9,597	11,031
4	6,252	8,004	9,915	11,403
5	6,489	8,280	10,287	11,931
6	6,732	8,556	10,659	12,363
7	6,975	8,886	11,031	12,963
8	7,230	9,201	11,403	13,395
9	7,482	9,597	11,931	
10	7,734	9,915		
11	8,004	10,287		
12	8,280			
13	8,556			

*Note 1*

Where a teacher paid on Scale 1 is entitled to be classed as a good honours graduate for salary purposes under the conditions set out in annex F to Appendix III, the scale shall be extended by two increments as follows—

Incremental Point	Salary
14	£ 8,886
15	9,201

*Note 2*

Teachers entitled to be paid a personal salary of £3,927 per annum on 31 March 1975 as good honours graduates on Scale 2(S) under the provisions of Appendix I to the 1974 Primary and Secondary Salaries Document shall be paid a personal salary of £10,659 per annum.

*Note 3*

In the case of a teacher to whom section 10(b) applies, this paragraph shall have effect subject thereto and the additional increment there referred to shall if he is a Senior Teacher, equal the amount of the last increment on the relevant scale, and in any other case equal the amount of the next increment in the incremental sequence common to all the above scales.

**3. Qualified Deputy Head Teachers**  
(a) Schools, other than special schools—

Incremental Point	Group					
	Below 4	4	5	6	7	8
0	£ 6,807	£ 8,049	£ 9,006	£ 10,272	£ 10,854	£ 11,403
1	7,077	8,322	9,321	10,590	11,172	11,721
2	7,347	8,589	9,645	10,902	11,496	12,039
3	7,608	8,862	9,957	11,223	11,814	12,360
4	7,878	9,135	10,272	11,514	12,123	12,681
5	8,145	9,402	10,590			
6	8,412	9,669	10,902			
7	8,676	9,942	11,223			
8	8,946	10,215				
9	9,216	10,482				
10	9,483					
11	9,753					

  

Incremental Point	Group					
	9	10	11	12	13	14
0	£ 12,039	£ 12,840	£ 13,497	£ 14,262	£ 14,697	£ 15,369
1	12,360	13,167	13,821	14,583	15,027	15,696
2	12,681	13,497	14,142	14,916	15,354	16,026
3	13,002	13,821	14,463	15,243	15,681	16,359
4	13,356	14,142	14,790	15,567	16,011	16,689

(b) Special schools

Incremental Point	Group							
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)	10(S)
0	£ 7,887	£ 9,138	£ 10,881	£ 11,262	£ 11,661	£ 12,042	£ 12,810	£ 13,404
1	8,145	9,447	11,193	11,574	11,973	12,357	13,119	13,710
2	8,406	9,750	11,502	11,880	12,279	12,663	13,434	14,019
3	8,661	10,056	11,814	12,186	12,585	12,975	13,743	14,331
4	8,922	10,362	12,117	12,501	12,897	13,281	14,055	14,646
5	9,183	10,662						
6	9,447	10,971						
7	9,705	11,274						
8	9,963							
9	10,221							
10	10,482							
11	10,743							

*Note 1*

In the case of a teacher to whom section 10(b) applies this paragraph shall have effect subject thereto and the additional increment there referred to shall equal the last increment on the scale in this paragraph applicable to him.

**4. Qualified Head Teachers****(a) Schools, other than special schools**

Incremental Point	Group						
	1	2	3	4	5	6	7
0	£ 9,573	£ 9,990	£ 10,455	£ 11,112	£ 12,042	£ 12,888	£ 13,686
1	9,846	10,254	10,722	11,430	12,363	13,218	14,016
2	10,116	10,527	10,995	11,748	12,684	13,533	14,334
3	10,389	10,800	11,265	12,063	13,002	13,860	14,655
4	10,653	11,073	11,535	12,384	13,317	14,184	14,979

  

Incremental Point	Group						
	8	9	10	11	12	13	14
0	£ 14,664	£ 15,792	£ 16,824	£ 18,159	£ 19,437	£ 20,481	£ 21,660
1	14,985	16,125	17,148	18,489	19,863	20,910	22,089
2	15,318	16,449	17,484	18,831	20,283	21,333	22,512
3	15,639	16,779	17,808	19,167	20,706	21,756	22,941
4	15,963	17,112	18,141	19,509			

**(b) Special schools**

Incremental Point	Group							
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)	10(S)
0	£ 11,355	£ 12,033	£ 13,392	£ 13,842	£ 14,838	£ 15,546	£ 16,236	£ 16,953
1	11,622	12,339	13,710	14,160	15,153	15,873	16,566	17,286
2	11,883	12,657	14,028	14,478	15,477	16,191	16,902	17,622
3	12,156	12,975	14,343	14,790	15,792	16,512	17,241	17,964
4	12,420	13,284	14,661	15,111	16,116	16,836	17,580	18,306

**Note 1**

In the case of a teacher to whom section 10(b) applies this paragraph shall have effect subject thereto and the additional increment there referred to shall equal the last increment on the scale in this paragraph applicable to him.

**5. Unqualified Teachers other than those to whom sub-sections 7(2)(a), 8(a) and 9(a) of Part III apply**

Incremental Point	Scale		
	A	B	C
0	£ 4,686	£ 4,686	£ 5,064
1	4,785	4,785	5,157
2	4,881	4,881	5,265
3	4,983	4,983	5,364
4	5,088	5,088	5,481
5		5,193	5,688
6		5,292	5,901
7		5,415	6,117
8			6,327
9			6,564
10			6,807
11			7,050

*Note 1*

Scale C may be extended by one or two increments of £243 to a maximum of £7,293 or £7,536 as the case may be, in the case of a teacher who, in the opinion of the local education authority, possesses a qualification of particular value in the performance of his duties.

*Note 2*

Unqualified teachers shall be placed on Scales A, B or C in accordance with the following Table—

Employment authorised under	Scale applicable
Paragraphs 5 and 6 of Schedule 4 to the Education (Teachers) Regulations 1982 (a)	A
Paragraphs 1, 2 and 4 of Schedule 4 to the Education (Teachers) Regulations 1982	B
Paragraph 3 of Schedule 4 to the Education (Teachers) Regulations 1982	C

*Note 3*

In the case of an unqualified deputy head teacher or an unqualified head teacher who is paid on a scale set out in this paragraph and is entitled to an allowance under section 8 or, as the case may be, section 9, that allowance shall be increased—

- (a) in the case of the deputy head teacher of a special school, to £801
- (b) in the case of a head teacher of a special school, to £1,686
- (c) in the case of any other head teacher, to £1,422.

**6. Unqualified Deputy Head Teachers of Special Schools, to whom sub-section 8(a) of Part III applies**

Incremental Point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	7,131	8,418	10,074	10,431	11,031	11,445	12,186
1	7,392	8,715	10,374	10,728	11,334	11,748	12,495
2	7,650	9,006	10,674	11,028	11,637	12,054	12,804
3	7,905	9,306	10,971	11,325	11,946	12,354	13,110
4	8,169	9,597	11,268	11,625	12,246	12,654	13,422
5	8,430	9,897					
6	8,694	10,191					
7	8,946	10,488					
8	9,204						
9	9,465						
10	9,729						
11	9,990						

**7. Unqualified Head Teachers of Special Schools, to whom sub-section 9(a) of Part III applies**

Incremental Point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	10,461	11,217	12,645	13,062	14,058	14,886	15,573
1	10,734	11,526	12,972	13,383	14,388	15,207	15,900
2	11,007	11,853	13,293	13,710	14,715	15,540	16,233
3	11,280	12,171	13,617	14,031	15,039	15,879	16,563
4	11,556	12,489	13,935	14,361	15,375	16,203	16,890

**10.** In Appendix II, Part A, paragraph 2(3)(b) for the words "Any handicapped pupil in a special class consisting wholly or mainly of handicapped pupils" there shall be substituted the words "Any pupil with a statement of special educational needs in a special class consisting wholly or mainly of such pupils".

**11.** In Appendix II, Part A, paragraph 6(3)—

(a) for sub-paragraph (d) there shall be substituted the following sub-paragraph—

"(d) the year beginning 1 April 1980—

for the period 1 April 1984 to 31 March 1985 on (a) the average of the unit totals for 1982, 1983 and 1984 or (b) the unit total for 1984 or (c) the estimated unit total for 1984 whichever is the greatest. Where a new head or deputy head teacher is appointed during the period 1 April 1984 to 31 March 1985, the head or deputy head teacher scale applicable shall be based on whichever of (a) or (b) is the greater;"

(b) after sub-paragraph (g) there shall be inserted the following sub-paragraph—

"(h) the year beginning 1 April 1984—

from the date of opening or reorganisation until 31 March 1988, on the estimated unit total for 1988."

**12.** In Part B of Appendix II, for paragraphs 3 and 4 there shall be substituted the following paragraphs—

"3. In the case of an established special school (i.e. one which was opened or last reorganised not less than 4 years prior to 1 September 1984) the salary scale for the head teacher and deputy head teacher and the group of the school, shall, for the year beginning 1 September 1984, be derived (in accordance with annex B to this Appendix) from the authorised staffing establishment (as described in paragraph 1 above) on that date and the number of pupils on the register as shown on Form 7M or Welsh Office Form Stats 1 for the year 1984.

4. A special school which is newly opened or reorganised (a) less than 4 years prior to 31 August 1984 or (b) on or after 1 September 1984 shall have its group determined by the local education authority's estimate of the number of pupils and staff likely to be reached four years after the date of the opening or reorganisation. On 1 September thereafter the group shall be determined in accordance with the provisions of paragraph 3."

**13.** In Appendix III, paragraph 10(3)(a)(i) for the sum of £6,174 there shall be substituted the sum of £6,489.

**14.** In Appendix III, paragraph 12(1)(a) for the sums of £123, £219 and £243 there shall be substituted the sums of £129, £231 and £255 respectively.

*Keith Joseph,*  
Secretary of State for Education and  
Science.

23rd October 1984.



## EXPLANATORY NOTE

*(This Note is not part of the Order.)*

This Order amends, with effect from 1st April 1984, provisions contained in the document setting out the scales and other provisions for determining the remuneration of teachers in primary and secondary schools maintained by local education authorities and certain other teachers employed by such authorities. This document, entitled "Scales of Salaries for Teachers: Primary and Secondary Education, England and Wales 1983" (ISBN 0 11 270550 2), is published by Her Majesty's Stationery Office and may be obtained from Government Bookshops or through booksellers. The Order gives effect to recommendations of the arbitrators appointed under section 3 of the Remuneration of Teachers Act 1965. The retrospective effect of the Order is authorised by section 7(3) of that Act.

SI 1984/1650  
ISBN 0-11-047650-6



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