

STATUTORY INSTRUMENTS

1986 No. 559

EDUCATION, ENGLAND AND WALES

**The Remuneration of Teachers (Primary and Secondary Education)
(Amendment) Order 1986***Made* - - - - 20th March 1986*Coming into Operation* 25th March 1986

WHEREAS —

(1) in pursuance of section 2(2) of the Remuneration of Teachers Act 1965(a) (“the Act”) 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”) have transmitted to the Secretary of State for Education and Science (“the Secretary of State”) recommendations agreed on by them with respect to the remuneration of such teachers (“primary and secondary education teachers”);

(2) there are in force Orders made under section 2(4) and (6) of the Act with respect to the remuneration of the teachers in question, such Orders being those specified in Schedule 1 to this Order;

(3) it appears to the Secretary of State that effect can most conveniently be given to the recommendations of the Committee by amending the scales and other provisions set out in the document referred to in the said Orders, 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”(b) (“the 1983 Document”), as amended by the said Orders;

(4) in pursuance of section 2(5) of the Act the Secretary of State has prepared a draft Order setting out the amendments to the 1983 Document which, in his opinion, are requisite for giving effect to the recommendations of the Committee; 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 the Committee have made no representations 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:—

(a) 1965 c.3.

(b) ISBN 0 11 270550 2.

1.—(1) This Order may be cited as the Remuneration of Teachers (Primary and Secondary Education) (Amendment) Order 1986.

(2) This Order shall come into operation on 25th March 1986.

2. The scales and other provisions contained in the 1983 Document, as amended, are hereby further amended, with effect from 1st April 1985, in the manner specified in Schedule 2 to this Order and, with effect from 31st March 1986, in the manner specified in Schedule 3 to this Order.

SCHEDULE 1

ORDERS IN FORCE RELATING TO THE REMUNERATION OF PRIMARY AND SECONDARY EDUCATION TEACHERS.

| Order | Reference |
|--|----------------|
| The Remuneration of Teachers (Primary and Secondary Education) Order 1983. | S.I. 1983/1463 |
| The Remuneration of Teachers (Primary and Secondary Education) (Amendment) Order 1984. | S.I. 1984/1650 |
| The Remuneration of Teachers (Primary and Secondary Education) (Amendment) Order 1985. | S.I. 1985/38 |
| The Remuneration of Teachers (Primary and Secondary Education) (Amendment) (No. 2) Order 1985. | S.I. 1985/944 |

SCHEDULE 2

AMENDMENTS EFFECTIVE FROM 1ST APRIL 1985

1. In section 8(c) for the sum of £801 there shall be substituted the sum of £855.
2. In section 9(c) —
 - (a) in paragraph (i) for the sum of £1,686 there shall be substituted the sum of £1,803;
 - (b) in paragraph (ii) for the sum of £1,422 there shall be substituted the sum of £1,521.
3. In section 10 —
 - (a) in paragraph (a)(i) for the sum of £747 there shall be substituted the sum of £798;
 - (b) in paragraph (a)(ii) for the sum of £504 there shall be substituted the sum of £540;
 - (c) in paragraph (c) for the sum of £675 there shall be substituted the sum of £723;
 - (d) in paragraph (e)(i) for the sum of £633 there shall be substituted the sum of £684;
 - (e) in paragraph (e)(ii) for the sum of £417 there shall be substituted the sum of £453.
4. In section 14(2)(a) and (b) for the sum of £516 there shall in each case be substituted the sum of £552.
5. In section 20 for the sum of £585 there shall be substituted the sum of £624.
6. 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 | 5,817 | 6,684 | 8,268 | 9,837 | 10,599 |
| 1 | 6,087 | 6,936 | 8,556 | 10,260 | 10,998 |
| 2 | 6,288 | 7,197 | 8,850 | 10,599 | 11,394 |
| 3 | 6,492 | 7,455 | 9,147 | 10,998 | 11,793 |
| 4 | 6,684 | 7,728 | 9,498 | 11,394 | 12,189 |
| 5 | 6,936 | 7,998 | 9,837 | 11,793 | 12,753 |
| 6 | 7,197 | 8,268 | 10,260 | 12,189 | 13,215 |
| 7 | 7,455 | 8,556 | 10,599 | 12,753 | 13,857 |
| 8 | 7,728 | 8,850 | 10,998 | 13,215 | 14,319 |
| 9 | 7,998 | 9,147 | 11,394 | | |
| 10 | 8,268 | 9,498 | 11,793 | | |
| 11 | 8,556 | 9,837 | | | |
| 12 | 8,850 | 10,260 | | | |
| 13 | 9,147 | | | | |

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 | £ 9,498 |
| 15 | 9,837 |

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 £10,599 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.

(a) ISBN 0 11 270279 1.

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

| Incremental Point | Scales | | | |
|-------------------|--------|--------|--------|----------------|
| | 1 | 2(S) | 3(S) | Senior Teacher |
| | £ | £ | £ | £ |
| 0 | 5,817 | 7,455 | 9,147 | 10,599 |
| 1 | 6,087 | 7,728 | 9,498 | 10,998 |
| 2 | 6,288 | 7,998 | 9,837 | 11,394 |
| 3 | 6,492 | 8,268 | 10,260 | 11,793 |
| 4 | 6,684 | 8,556 | 10,599 | 12,189 |
| 5 | 6,936 | 8,850 | 10,998 | 12,753 |
| 6 | 7,197 | 9,147 | 11,394 | 13,215 |
| 7 | 7,455 | 9,498 | 11,793 | 13,857 |
| 8 | 7,728 | 9,837 | 12,189 | 14,319 |
| 9 | 7,998 | 10,260 | 12,753 | |
| 10 | 8,268 | 10,599 | | |
| 11 | 8,556 | 10,998 | | |
| 12 | 8,850 | | | |
| 13 | 9,147 | | | |

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 | £ 9,498 |
| 15 | 9,837 |

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 £11,394 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.

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 | 5,817 | 6,684 | 8,268 | 9,837 | 10,599 |
| 1 | 6,087 | 6,936 | 8,556 | 10,260 | 10,998 |
| 2 | 6,288 | 7,197 | 8,850 | 10,599 | 11,394 |
| 3 | 6,492 | 7,455 | 9,147 | 10,998 | 11,793 |
| 4 | 6,684 | 7,728 | 9,498 | 11,394 | 12,189 |
| 5 | 6,936 | 7,998 | 9,837 | 11,793 | 12,753 |
| 6 | 7,197 | 8,268 | 10,260 | 12,189 | 13,215 |
| 7 | 7,455 | 8,556 | 10,599 | 12,753 | 13,857 |
| 8 | 7,728 | 8,850 | 10,998 | 13,215 | 14,319 |
| 9 | 7,998 | 9,147 | 11,394 | | |
| 10 | 8,268 | 9,498 | 11,793 | | |
| 11 | 8,556 | 9,837 | | | |
| 12 | 8,850 | 10,260 | | | |
| 13 | 9,147 | | | | |

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 | £ 9,498 |
| 15 | £ 9,837 |

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 £10,599 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 | 7,278 | 8,604 | 9,627 | 10,980 | 11,604 | 12,189 |
| 1 | 7,566 | 8,895 | 9,963 | 11,322 | 11,943 | 12,531 |
| 2 | 7,854 | 9,183 | 10,311 | 11,655 | 12,288 | 12,870 |
| 3 | 8,133 | 9,474 | 10,644 | 11,997 | 12,630 | 13,212 |
| 4 | 8,421 | 9,765 | 10,980 | 12,309 | 12,960 | 13,557 |
| 5 | 8,706 | 10,050 | 11,322 | | | |
| 6 | 8,991 | 10,335 | 11,655 | | | |
| 7 | 9,276 | 10,629 | 11,997 | | | |
| 8 | 9,564 | 10,920 | | | | |
| 9 | 9,852 | 11,205 | | | | |
| 10 | 10,137 | | | | | |
| 11 | 10,425 | | | | | |

| Incremental Point | Group | | | | | |
|-------------------|--------|--------|--------|--------|--------|--------|
| | 9 | 10 | 11 | 12 | 13 | 14 |
| | £ | £ | £ | £ | £ | £ |
| 0 | 12,870 | 13,725 | 14,427 | 15,246 | 15,711 | 16,428 |
| 1 | 13,212 | 14,076 | 14,775 | 15,588 | 16,065 | 16,779 |
| 2 | 13,557 | 14,427 | 15,117 | 15,945 | 16,413 | 17,133 |
| 3 | 13,899 | 14,775 | 15,462 | 16,296 | 16,764 | 17,487 |
| 4 | 14,277 | 15,117 | 15,810 | 16,641 | 17,115 | 17,841 |

(b) Special schools

| Incremental Point | Group | | | | | | | |
|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 3(S) | 4(S) | 5(S) | 6(S) | 7(S) | 8(S) | 9(S) | 10(S) |
| | £ | £ | £ | £ | £ | £ | £ | £ |
| 0 | 8,430 | 9,768 | 11,631 | 12,039 | 12,465 | 12,873 | 13,695 | 14,328 |
| 1 | 8,706 | 10,098 | 11,964 | 12,372 | 12,798 | 13,209 | 14,025 | 14,655 |
| 2 | 8,985 | 10,422 | 12,297 | 12,699 | 13,125 | 13,536 | 14,361 | 14,985 |
| 3 | 9,258 | 10,749 | 12,630 | 13,026 | 13,452 | 13,869 | 14,691 | 15,321 |
| 4 | 9,537 | 11,076 | 12,954 | 13,365 | 13,788 | 14,196 | 15,024 | 15,657 |
| 5 | 9,816 | 11,397 | | | | | | |
| 6 | 10,098 | 11,727 | | | | | | |
| 7 | 10,374 | 12,051 | | | | | | |
| 8 | 10,650 | | | | | | | |
| 9 | 10,926 | | | | | | | |
| 10 | 11,205 | | | | | | | |
| 11 | 11,484 | | | | | | | |

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 | £ 10,233 | £ 10,680 | £ 11,175 | £ 11,880 | £ 12,873 | £ 13,776 | £ 14,631 |
| 1 | 10,524 | 10,962 | 11,463 | 12,219 | 13,215 | 14,130 | 14,982 |
| 2 | 10,815 | 11,253 | 11,754 | 12,558 | 13,560 | 14,466 | 15,324 |
| 3 | 11,106 | 11,544 | 12,042 | 12,894 | 13,899 | 14,817 | 15,666 |
| 4 | 11,388 | 11,838 | 12,330 | 13,239 | 14,235 | 15,162 | 16,014 |

| Incremental Point | Group | | | | | | |
|-------------------|----------|----------|----------|----------|----------|----------|----------|
| | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 0 | £ 15,675 | £ 16,881 | £ 17,985 | £ 19,413 | £ 20,778 | £ 21,894 | £ 23,154 |
| 1 | 16,020 | 17,238 | 18,330 | 19,764 | 21,234 | 22,353 | 23,613 |
| 2 | 16,374 | 17,583 | 18,690 | 20,130 | 21,684 | 22,806 | 24,066 |
| 3 | 16,719 | 17,937 | 19,038 | 20,490 | 22,134 | 23,256 | 24,525 |
| 4 | 17,064 | 18,294 | 19,392 | 20,856 | | | |

(b) Special schools

| Incremental Point | Group | | | | | | | |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 3(S) | 4(S) | 5(S) | 6(S) | 7(S) | 8(S) | 9(S) | 10(S) |
| 0 | £ 12,138 | £ 12,864 | £ 14,316 | £ 14,796 | £ 15,861 | £ 16,620 | £ 17,355 | £ 18,123 |
| 1 | 12,423 | 13,191 | 14,655 | 15,138 | 16,200 | 16,968 | 17,709 | 18,480 |
| 2 | 12,702 | 13,530 | 14,997 | 15,477 | 16,545 | 17,307 | 18,069 | 18,837 |
| 3 | 12,996 | 13,869 | 15,333 | 15,810 | 16,881 | 17,652 | 18,432 | 19,203 |
| 4 | 13,278 | 14,202 | 15,672 | 16,155 | 17,229 | 17,997 | 18,792 | 19,569 |

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 | £ 5,010 | £ 5,010 | £ 5,412 |
| 1 | 5,115 | 5,115 | 5,514 |
| 2 | 5,217 | 5,217 | 5,628 |
| 3 | 5,328 | 5,328 | 5,733 |
| 4 | 5,439 | 5,439 | 5,859 |
| 5 | | 5,550 | 6,081 |
| 6 | | 5,658 | 6,309 |
| 7 | | 5,790 | 6,540 |
| 8 | | | 6,765 |
| 9 | | | 7,017 |
| 10 | | | 7,278 |
| 11 | | | 7,536 |

Note 1

Scale C may be extended by one or two increments of £258 to a maximum of £7,794 or £8,052 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 £855;
- (b) in the case of a head teacher of a special school, to £1,803;
- (c) in the case of any other head teacher, to £1,521.

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 | 7,623 | 9,000 | 10,770 | 11,151 | 11,793 | 12,234 | 13,026 |
| 1 | 7,902 | 9,315 | 11,091 | 11,469 | 12,117 | 12,558 | 13,356 |
| 2 | 8,178 | 9,627 | 11,412 | 11,790 | 12,441 | 12,885 | 13,686 |
| 3 | 8,451 | 9,948 | 11,727 | 12,105 | 12,771 | 13,206 | 14,016 |
| 4 | 8,733 | 10,260 | 12,045 | 12,426 | 13,092 | 13,527 | 14,349 |
| 5 | 9,012 | 10,581 | | | | | |
| 6 | 9,294 | 10,893 | | | | | |
| 7 | 9,564 | 11,211 | | | | | |
| 8 | 9,840 | | | | | | |
| 9 | 10,119 | | | | | | |
| 10 | 10,401 | | | | | | |
| 11 | 10,680 | | | | | | |

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 | 11,184 | 11,991 | 13,518 | 13,962 | 15,027 | 15,912 | 16,647 |
| 1 | 11,475 | 12,321 | 13,866 | 14,307 | 15,381 | 16,257 | 16,998 |
| 2 | 11,766 | 12,672 | 14,211 | 14,655 | 15,729 | 16,611 | 17,352 |
| 3 | 12,057 | 13,011 | 14,556 | 15,000 | 16,077 | 16,974 | 17,706 |
| 4 | 12,354 | 13,350 | 14,898 | 15,351 | 16,437 | 17,322 | 18,054 |

(a) S.I.1982/106.

8. In Appendix II, Part A, paragraph 6, for sub-paragraphs (2) and (3) there shall be substituted the following sub-paragraphs —

“(2) The review average for 1985 shall apply to schools other than those referred to in paragraph 6(3) for the three years beginning 1 April 1985.

(3) Sub-paragraph (1) above shall apply to a school which was newly opened or reorganised in a year mentioned below subject to the provisions specified hereunder in respect of that year —

(a) *the years beginning 1 April 1978, 1979 and 1980 —*

for the three years beginning 1 April 1985 on the review average for 1985 or the unit total for 1985 whichever is the greater, subject to the provisions of paragraphs 7 and 15 of Part A of this Appendix;

(b) *the year beginning 1 April 1981 —*

for the period 1 April 1985 to 31 March 1988 on (a) the average of the unit totals for 1983, 1984 and 1985 or (b) the unit total for 1985 or (c) the estimated unit total for 1985, whichever is the greatest. Where a new head or deputy head teacher is appointed during the period 1 April 1985 to 31 March 1988, the head or deputy head teacher scale applicable shall be based on whichever of (a) or (b) is the greater;

(c) *the year beginning 1 April 1982 —*

from the date of opening or reorganisation until 31 March 1986, on the estimated unit total for 1986;

(d) *the year beginning 1 April 1983 —*

from the date of opening or reorganisation until 31 March 1987, on the estimated unit total for 1987;

(e) *the year beginning 1 April 1984 —*

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

(f) *the year beginning 1 April 1985 —*

from the date of opening or reorganisation until 31 March 1989, on the estimated unit total for 1989.”

9. In Part B of Appendix II, in paragraphs 3 and 4 there shall be substituted for the date 1984 wherever it appears the date 1985.

10. In Appendix III, paragraph 10(3)(a)(i), for the sum of £6,489 there shall be substituted the sum of £6,936.

11. In Appendix III, paragraph 12(1)(a), for the sums of £129, £231 and £255 there shall be substituted the sums of £138, £246 and £273 respectively.

SCHEDULE 3

AMENDMENTS EFFECTIVE FROM 31ST MARCH 1986

1. In section 8(c) for the sum of £855 there shall be substituted the sum of £867.

2. In section 9(c) —

(a) in paragraph (i) for the sum of £1,803 there shall be substituted the sum of £1,830;

(b) in paragraph (ii) for the sum of £1,521 there shall be substituted the sum of £1,545.

3. In section 10 —

(a) in paragraph (a)(i) for the sum of £798 there shall be substituted the sum of £810;

(b) in paragraph (a)(ii) for the sum of £540 there shall be substituted the sum of £549;

(c) in paragraph (c) for the sum of £723 there shall be substituted the sum of £735;

(d) in paragraph (e)(i) for the sum of £684 there shall be substituted the sum of £696;

(e) in paragraph (e)(ii) for the sum of £453 there shall be substituted the sum of £462.

4. In section 14(2)(a) and (b) for the sum of £552 there shall in each case be substituted the sum of £561.

5. In section 20 for the sum of £624 there shall be substituted the sum of £633.

6. 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 | £ 5,904 | £ 6,783 | £ 8,391 | £ 9,984 | £ 10,758 |
| 1 | 6,177 | 7,041 | 8,685 | 10,413 | 11,163 |
| 2 | 6,381 | 7,305 | 8,982 | 10,758 | 11,565 |
| 3 | 6,588 | 7,566 | 9,285 | 11,163 | 11,970 |
| 4 | 6,783 | 7,845 | 9,639 | 11,565 | 12,372 |
| 5 | 7,041 | 8,118 | 9,984 | 11,970 | 12,945 |
| 6 | 7,305 | 8,391 | 10,413 | 12,372 | 13,413 |
| 7 | 7,566 | 8,685 | 10,758 | 12,945 | 14,064 |
| 8 | 7,845 | 8,982 | 11,163 | 13,413 | 14,532 |
| 9 | 8,118 | 9,285 | 11,565 | | |
| 10 | 8,391 | 9,639 | 11,970 | | |
| 11 | 8,685 | 9,984 | | | |
| 12 | 8,982 | 10,413 | | | |
| 13 | 9,285 | | | | |

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 | £ 9,639 |
| 15 | 9,984 |

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 £10,758 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.

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

| Incremental Point | Scales | | | |
|-------------------|--------|--------|--------|----------------|
| | 1 | 2(S) | 3(S) | Senior Teacher |
| | £ | £ | £ | £ |
| 0 | 5,904 | 7,566 | 9,285 | 10,758 |
| 1 | 6,177 | 7,845 | 9,639 | 11,163 |
| 2 | 6,381 | 8,118 | 9,984 | 11,565 |
| 3 | 6,588 | 8,391 | 10,413 | 11,970 |
| 4 | 6,783 | 8,685 | 10,758 | 12,372 |
| 5 | 7,041 | 8,982 | 11,163 | 12,945 |
| 6 | 7,305 | 9,285 | 11,565 | 13,413 |
| 7 | 7,566 | 9,639 | 11,970 | 14,064 |
| 8 | 7,845 | 9,984 | 12,372 | 14,532 |
| 9 | 8,118 | 10,413 | 12,945 | |
| 10 | 8,391 | 10,758 | | |
| 11 | 8,685 | 11,163 | | |
| 12 | 8,982 | | | |
| 13 | 9,285 | | | |

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 | 9,639 |
| 15 | 9,984 |

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 £11,565 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 | 7,386 | 8,733 | 9,771 | 11,145 | 11,778 | 12,372 |
| 1 | 7,680 | 9,027 | 10,113 | 11,490 | 12,123 | 12,720 |
| 2 | 7,971 | 9,321 | 10,464 | 11,829 | 12,471 | 13,062 |
| 3 | 8,256 | 9,615 | 10,803 | 12,177 | 12,819 | 13,410 |
| 4 | 8,547 | 9,912 | 11,145 | 12,492 | 13,155 | 13,761 |
| 5 | 8,835 | 10,200 | 11,490 | | | |
| 6 | 9,126 | 10,491 | 11,829 | | | |
| 7 | 9,414 | 10,788 | 12,177 | | | |
| 8 | 9,708 | 11,082 | | | | |
| 9 | 9,999 | 11,373 | | | | |
| 10 | 10,290 | | | | | |
| 11 | 10,581 | | | | | |

| Incremental Point | Group | | | | | |
|-------------------|--------|--------|--------|--------|--------|--------|
| | 9 | 10 | 11 | 12 | 13 | 14 |
| | £ | £ | £ | £ | £ | £ |
| 0 | 13,062 | 13,929 | 14,643 | 15,474 | 15,945 | 16,674 |
| 1 | 13,410 | 14,286 | 14,997 | 15,822 | 16,305 | 17,031 |
| 2 | 13,761 | 14,643 | 15,342 | 16,185 | 16,659 | 17,388 |
| 3 | 14,106 | 14,997 | 15,693 | 16,539 | 17,016 | 17,748 |
| 4 | 14,490 | 15,342 | 16,047 | 16,890 | 17,370 | 18,108 |

(b) Special schools

| Incremental Point | Group | | | | | | | |
|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 3(S) | 4(S) | 5(S) | 6(S) | 7(S) | 8(S) | 9(S) | 10(S) |
| | £ | £ | £ | £ | £ | £ | £ | £ |
| 0 | 8,556 | 9,915 | 11,805 | 12,219 | 12,651 | 13,065 | 13,899 | 14,541 |
| 1 | 8,835 | 10,248 | 12,144 | 12,558 | 12,990 | 13,407 | 14,235 | 14,874 |
| 2 | 9,120 | 10,578 | 12,480 | 12,888 | 13,320 | 13,740 | 14,577 | 15,210 |
| 3 | 9,396 | 10,911 | 12,819 | 13,221 | 13,653 | 14,076 | 14,910 | 15,549 |
| 4 | 9,681 | 11,241 | 13,149 | 13,566 | 13,995 | 14,409 | 15,249 | 15,891 |
| 5 | 9,963 | 11,568 | | | | | | |
| 6 | 10,248 | 11,904 | | | | | | |
| 7 | 10,530 | 12,231 | | | | | | |
| 8 | 10,809 | | | | | | | |
| 9 | 11,091 | | | | | | | |
| 10 | 11,373 | | | | | | | |
| 11 | 11,655 | | | | | | | |

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 | 10,386 | 10,839 | 11,343 | 12,057 | 13,065 | 13,983 | 14,850 |
| 1 | 10,683 | 11,127 | 11,634 | 12,402 | 13,413 | 14,340 | 15,207 |
| 2 | 10,977 | 11,421 | 11,931 | 12,747 | 13,764 | 14,682 | 15,552 |
| 3 | 11,271 | 11,718 | 12,222 | 13,086 | 14,106 | 15,039 | 15,900 |
| 4 | 11,559 | 12,015 | 12,516 | 13,437 | 14,448 | 15,390 | 16,254 |

| Incremental Point | Group | | | | | | |
|-------------------|--------|--------|--------|--------|--------|--------|--------|
| | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| | £ | £ | £ | £ | £ | £ | £ |
| 0 | 15,909 | 17,133 | 18,255 | 19,704 | 21,090 | 22,221 | 23,502 |
| 1 | 16,260 | 17,496 | 18,603 | 20,061 | 21,552 | 22,689 | 23,967 |
| 2 | 16,620 | 17,847 | 18,969 | 20,430 | 22,008 | 23,148 | 24,426 |
| 3 | 16,968 | 18,204 | 19,323 | 20,796 | 22,464 | 23,604 | 24,891 |
| 4 | 17,319 | 18,567 | 19,683 | 21,168 | | | |

(b) Special schools

| Incremental Point | Group | | | | | | | |
|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 3(S) | 4(S) | 5(S) | 6(S) | 7(S) | 8(S) | 9(S) | 10(S) |
| | £ | £ | £ | £ | £ | £ | £ | £ |
| 0 | 12,321 | 13,056 | 14,529 | 15,018 | 16,098 | 16,869 | 17,616 | 18,393 |
| 1 | 12,609 | 13,389 | 14,874 | 15,366 | 16,443 | 17,223 | 17,973 | 18,756 |
| 2 | 12,891 | 13,734 | 15,222 | 15,708 | 16,794 | 17,565 | 18,339 | 19,119 |
| 3 | 13,191 | 14,076 | 15,561 | 16,047 | 17,133 | 17,916 | 18,708 | 19,491 |
| 4 | 13,476 | 14,415 | 15,906 | 16,398 | 17,487 | 18,267 | 19,074 | 19,863 |

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 | 5,085 | 5,085 | 5,493 |
| 1 | 5,193 | 5,193 | 5,598 |
| 2 | 5,295 | 5,295 | 5,712 |
| 3 | 5,409 | 5,409 | 5,820 |
| 4 | 5,520 | 5,520 | 5,946 |
| 5 | | 5,634 | 6,171 |
| 6 | | 5,742 | 6,402 |
| 7 | | 5,877 | 6,639 |
| 8 | | | 6,867 |
| 9 | | | 7,122 |
| 10 | | | 7,386 |
| 11 | | | 7,650 |

Note 1

Scale C may be extended by one or two increments of £264 to a maximum of £7,914 or £8,178 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 £867;
- (b) in the case of a head teacher of a special school, to £1,830;
- (c) in the case of any other head teacher, to £1,545.

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 | 7,737 | 9,135 | 10,932 | 11,319 | 11,970 | 12,417 | 13,221 |
| 1 | 8,019 | 9,453 | 11,256 | 11,640 | 12,297 | 12,747 | 13,557 |
| 2 | 8,301 | 9,771 | 11,583 | 11,967 | 12,627 | 13,077 | 13,890 |
| 3 | 8,577 | 10,098 | 11,904 | 12,285 | 12,963 | 13,404 | 14,226 |
| 4 | 8,865 | 10,413 | 12,225 | 12,612 | 13,287 | 13,728 | 14,565 |
| 5 | 9,147 | 10,740 | | | | | |
| 6 | 9,432 | 11,055 | | | | | |
| 7 | 9,708 | 11,379 | | | | | |
| 8 | 9,987 | | | | | | |
| 9 | 10,269 | | | | | | |
| 10 | 10,557 | | | | | | |
| 11 | 10,839 | | | | | | |

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 | 11,352 | 12,171 | 13,719 | 14,172 | 15,252 | 16,149 | 16,896 |
| 1 | 11,646 | 12,504 | 14,073 | 14,520 | 15,612 | 16,500 | 17,253 |
| 2 | 11,943 | 12,861 | 14,424 | 14,874 | 15,963 | 16,860 | 17,613 |
| 3 | 12,237 | 13,206 | 14,775 | 15,225 | 16,317 | 17,229 | 17,970 |
| 4 | 12,540 | 13,551 | 15,120 | 15,582 | 16,683 | 17,580 | 18,324 |

(a) S.I. 1982/106.

8. In Appendix III, paragraph 10(3)(a)(i), for the sum of £6,936 there shall be substituted the sum of £7,041.

9. In Appendix III, paragraph 12(1)(a), for the sums of £138, £246 and £273 there shall be substituted the sums of £141, £249 and £276 respectively.

Keith Joseph,
Secretary of State for Education and Science.

20th March 1986.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order amends, with effect from 1st April 1985 (Schedule 2) and 31st March 1986 (Schedule 3) the 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", which has been amended by the Orders listed in Schedule 1, 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 appropriate Burnham Committee under section 2 of the Remuneration of Teachers Act 1965. The retrospective effect of the Order is authorised by section 7(3) of that Act.

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