
STATUTORY INSTRUMENTS

1998 No. 903

EDUCATION, ENGLAND AND WALES

**The Education (School Teachers'
Pay and Conditions) Order 1998**

<i>Made</i>	- - - -	<i>30th March 1998</i>
<i>Laid before Parliament</i>		<i>30th March 1998</i>
<i>Coming into force</i>	- -	<i>20th April 1998</i>

Whereas the review body appointed under section 1(1) of the School Teachers' Pay and Conditions Act 1991(1) ("the Act") have made a report following the reference to them of certain matters;

And whereas the Secretary of State has consulted, in accordance with section 2(1) and (2) of the Act, such associations of local education authorities, such bodies representing the interests of governors of voluntary, grant-maintained and grant-maintained special schools and such bodies representing school teachers as appeared to him to be concerned;

Now, therefore, the Secretary of State, in exercise of the powers conferred by sections 2(1), (3) and (4) and 5(4) of the Act hereby makes the following Order:

Citation and commencement

1. This Order may be cited as the Education (School Teachers' Pay and Conditions) Order 1998 and shall come into force on 20th April 1998.

Application

2. This Order applies to school teachers (as defined in section 5(1) and (2) of the School Teachers' Pay and Conditions Act 1991) in England and Wales.

School Teachers' Pay and Conditions

3. The School Teachers' Pay and Conditions Document 1997(2) shall be amended with effect from 1st April 1998 as follows:

(1) 1991 c. 49. The provisions of the Act extend to grant-maintained special schools by virtue of S.I.1994/653.
(2) ISBN 0 11 271012 3; the Document was given effect by the Education (School Teachers' Pay and Conditions (No. 2) Order 1997 (S.I. 1997/1789).

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

- (a) in paragraph 4.1(a), for the words “A head teacher or deputy head teacher shall, until 30th November 1997,” there shall be substituted the words “During the period 1st April 1998 to 30th November 1998 a head teacher or deputy head teacher shall”;
- (b) in paragraph 4.1(b), for the words “From 1st December 1997” there shall be substituted the words “From 1st December 1998”;
- (c) the following tables shall be substituted for the tables in paragraph 4.3—

“Pay Spine A—1st April 1998 to 30th November 1998

<i>Spine point</i>	<i>Annual salary</i> £
1	25,881
2	26,307
3	26,733
4	27,159
5	27,579
6	27,999
7	28,431
8	28,848
9	29,280
10	29,703
11	30,120
12	30,549
13	30,966
14	31,401
15	31,821
16	32,247
17	32,670
18	33,096
19	33,519
20	33,942
21	34,515
22	35,070
23	35,640
24	36,207
25	36,771
26	37,335
27	37,902

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<i>Spine point</i>	<i>Annual salary</i> £
28	38,469
29	39,036
30	39,750
31	40,449
32	41,157
33	41,865
34	42,573
35	43,281
36	43,989
37	44,694
38	45,684
39	46,671
40	47,667
41	48,651
42	49,638
43	50,637
44	51,621
45	52,611
46	53,604
47	54,594
48	55,584
49	56,577
50	57,558
51	58,548

Pay Spine B—From 1st December 1998

<i>Spine point</i>	<i>Annual salary</i> £
1	26,337
2	26,772
3	27,204
4	27,636
5	28,065
6	28,494

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<i>Spine point</i>	<i>Annual salary</i> £
7	28,932
8	29,355
9	29,799
10	30,228
11	30,651
12	31,086
13	31,515
14	31,956
15	32,382
16	32,814
17	33,246
18	33,681
19	34,110
20	34,539
21	35,124
22	35,691
23	36,270
24	36,846
25	37,422
26	37,995
27	38,571
28	39,150
29	39,726
30	40,452
31	41,163
32	41,883
33	42,603
34	43,326
35	44,043
36	44,763
37	45,483
38	46,488
39	47,496
40	48,507

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<i>Spine point</i>	<i>Annual salary</i> £
41	49,509
42	50,514
43	51,531
44	52,533
45	53,538
46	54,552
47	55,557
48	56,565
49	57,576
50	58,575
51	59,580”;

(d) the following tables shall be substituted for the tables in paragraph 4.4.2—

“Period 1st April 1998 to 30th November 1998

<i>Head teachers Group</i>	<i>Spine point</i>	<i>Range</i> £
1	3–15	26,733–31,821
2 1(S)	8–22	28,848–35,070
3 2(S)	15–29	31,821–39,036
4 3(S)	23–37	35,640–44,694
5 4(S)	31–44	40,449–51,621
6	38–51	45,684–58,548

<i>Deputy head teachers Group</i>	<i>Spine point</i>	<i>Range</i> £
1	1–8	25,881–28,848
2 1(S)	2–10	26,307–29,703
3 2(S)	4–13	27,159–30,966
4 3(S)	8–20	28,848–33,942
5 4(S)	15–26	31,821–37,335
6	22–34	35,070–42,573

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From 1st December 1998

<i>Head teachers Group</i>	<i>Spine point</i>	<i>Range</i> £
1	3–15	27,204–32,382
2 1(S)	8–22	29,355–35,691
3 2(S)	15–29	32,382–39,726
4 3(S)	23–37	36,270–45,483
5 4(S)	31–44	41,163–52,533
6	38–51	46,488–59,580

<i>Deputy head teachers Group</i>	<i>Spine point</i>	<i>Range</i> £
1	1–8	26,337–29,355
2 1(S)	2–10	26,772–30,228
3 2(S)	4–13	27,636–31,515
4 3(S)	8–20	29,355–34,539
5 4(S)	15–26	32,382–37,995
6	22–34	35,691–43,326”;

- (e) in paragraph 9.1(a), for the words “A classroom teacher shall, until 30th November 1997,” there shall be substituted the words “During the period 1st April 1998 to 30th November 1998 a classroom teacher shall”;
- (f) in paragraph 9.1(b), for the words “From 1st December 1997” there shall be substituted the words “From 1st December 1998”;
- (g) the following tables shall be substituted for the tables in paragraph 9.2—

“Pay Spine A—1st April 1998 to 30th November 1998

<i>Spine point</i>	<i>Annual salary</i> £
0	13,131
0.5	13,518
1	13,917
1.5	14,331
2	14,751
2.5	15,150
3	15,555
3.5	15,969
4	16,398

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<i>Spine point</i>	<i>Annual salary</i> £
4.5	16,878
5	17,379
5.5	17,895
6	18,423
6.5	18,969
7	19,530
7.5	20,106
8	20,700
8.5	21,351
9	22,023
9.5	22,695
10	23,385
10.5	24,069
11	24,777
11.5	25,746
12	26,754
12.5	27,633
13	28,539
13.5	29,658
14	30,816
14.5	31,503
15	32,199
15.5	32,919
16	33,654
16.5	34,401
17	35,166

Pay Spine B—From 1st December 1998

<i>Spine point</i>	<i>Annual salary</i> £
0	13,362
0.5	13,758
1	14,163
1.5	14,583

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<i>Spine point</i>	<i>Annual salary</i> £
2	15,012
2.5	15,417
3	15,828
3.5	16,251
4	16,689
4.5	17,178
5	17,685
5.5	18,210
6	18,750
6.5	19,305
7	19,875
7.5	20,463
8	21,066
8.5	21,726
9	22,410
9.5	23,097
10	23,796
10.5	24,495
11	25,215
11.5	26,202
12	27,225
12.5	28,119
13	29,040
13.5	30,180
14	31,362
14.5	32,058
15	32,769
15.5	33,501
16	34,248
16.5	35,007
17	35,787”;

(h) for paragraph 15.1 there shall be substituted—

- (a) During the period 1st April 1998 to 30th November 1998 an unqualified teacher (except one to whom paragraph 18 applies) shall be paid such salary

based on the following pay scale as the relevant body shall determine in accordance with paragraphs 15.2 to 15.7 and 17:

Period 1st April 1998 to 30th November 1998

<i>Scale point</i>	<i>Annual salary</i> £
1	11,040
2	11,532
3	12,018
4	12,516
5	13,017
6	13,506
7	14,004
8	15,159
9	16,470
10	17,460

- (b) From 1st December 1998 an unqualified teacher (except one to whom paragraph 18 applies) shall be paid such salary based on the following pay scale as the relevant body shall determine in accordance with paragraphs 15.2 to 15.7 and 17:

From 1st December 1998

<i>Scale point</i>	<i>Annual salary</i> £
1	11,235
2	11,736
3	12,228
4	12,735
5	13,248
6	13,746
7	14,250
8	15,426
9	16,761
10	17,769”;

- (i) for paragraph 21.1 there shall be substituted—

“**21.1.** A teacher serving in the London Area shall receive a London Area allowance of:

- (a) if he is serving in the Inner London Area, £2,130 per annum until 30th November 1998 and £2,166 per annum on and after 1st December 1998;

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- (b) if he is serving in the Outer London Area, £1,401 per annum until 30th November 1998 and £1,425 per annum on and after 1st December 1998;
- (c) if he is serving in the Fringe Area, £546 per annum until 30th November 1998 and £555 per annum on and after 1st December 1998.”.

30th March 1998

Stephen Byers
Minister of State,
Department for Education and Employment

EXPLANATORY NOTE

(This note is not part of the Order)

This Order amends the School Teachers' Pay and Conditions Document 1997 (“the Document”) by uprating the amounts of salary and certain allowances. The following are increased:

- (a) the head and deputy head teachers' pay spine and ranges set out in paragraph 4 of the Document;
- (b) the classroom teachers' pay spine set out in paragraph 9 of the Document;
- (c) the unqualified teachers' pay scale set out in paragraph 15 of the Document;
- (d) the London Area allowances set out in paragraph 21.1 of the Document.

In each case there are two increases, the first for the period 1st April 1998 to 30th November 1998 and the second as from 1st December 1998.

The Document is published by Her Majesty’s Stationery Office and is obtainable from book shops of The Stationery Office Limited and through booksellers.

The retrospective effect of these changes is authorised by section 2(4)(f) of the School Teachers' Pay and Conditions Act 1991.