

---

---

S T A T U T O R Y   I N S T R U M E N T S

---

---

**2000 No. 868**

**EDUCATION, ENGLAND AND WALES**

**The Education (School Teachers' Pay and Conditions)  
Order 2000**

*Made - - - - - 23rd March 2000*

*Laid before Parliament 27th March 2000*

*Coming into force - - - 1st April 2000*

Whereas the review body appointed under section 1(1) of the School Teachers' Pay and Conditions Act 1991(a) ("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) of the Act(b), such associations of local education authorities, such bodies representing the interests of governors of foundation, voluntary, and foundation 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(c) hereby makes the following Order:

**Citation and commencement**

**1.** This Order may be cited as the Education (School Teachers' Pay and Conditions) Order 2000 and shall come into force on 1st April 2000.

**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(d)) in England and Wales.

**School Teachers' Pay and Conditions**

**3.** The School Teachers' Pay and Conditions Document 1999(e) shall be amended with effect from 1st April 2000 as follows.

**4.** There shall be inserted in the appropriate position in paragraph 1.2 the following definition—

"experience point" means a point awarded under paragraph 18.2 to a classroom teacher in respect of experience;".

---

(a) 1991 c. 49.

(b) Section 2(1) is amended by paragraphs 24 and 26(a) of Schedule 30 to the School Standards and Framework Act 1998 (c. 31).

(c) Section 2(3) and (4) is amended by paragraphs 24 and 26(c) and (d) of Schedule 30 to the School Standards and Framework Act 1998.

(d) The definition of "school teacher" in section 5(1) is amended by paragraphs 24 and 28(2)(a) of Schedule 30 to the School Standards and Framework Act 1998.

(e) ISBN 0 11 271069 7; the Document was given effect by the Education (School Teachers' Pay and Conditions) (No. 2) Order 1999 (S.I. 1999/2160).

5. For paragraphs 4.1 and 4.2 there shall be substituted—
- “4.1 From 1st April 2000 a head teacher shall be paid such salary based on pay spine A set out in paragraph 4.4 as the relevant body shall determine in accordance with paragraph 5.4 or 6.
- 4.2 From 1st April 2000 a deputy head teacher shall be paid such salary based on pay spine B set out in paragraph 4.4 as the relevant body shall determine in accordance with paragraph 12.”.
6. The following tables shall be substituted for the tables in paragraph 4.4—

**“Pay Spine A from 1st April 2000**  
**Spine**                      **Annual Salary**  
**point**

	£
1	32,184
2	32,988
3	33,813
4	34,659
5	35,526
6	36,408
7	37,314
8	38,244
9	39,198
10	40,173
11	41,172
12	42,195
13	43,251
14	44,322
15	45,423
16	46,548
17	47,703
18	48,885
19	50,097
20	51,339
21	52,611
22	53,916
23	55,254
24	56,625
25	58,029
26	59,469
27	60,945
28	62,457
29	64,005
30	65,592
31	67,218
32	68,889
33	70,593
34	72,312

**Pay spine B from 1st April 2000**  
**Spine**                      **Annual Salary**  
**point**

	£
1	28,158
2	28,623
3	29,085
4	29,547
5	30,006
6	30,462
7	30,933
8	31,383

<b>Spine point</b>	<b>Annual Salary</b>
	£
9	31,860
10	32,319
11	32,772
12	33,237
13	33,696
14	34,167
15	34,623
16	35,085
17	35,547
18	36,009
19	36,468
20	36,927
21	37,554
22	38,157
23	38,778
24	39,393
25	40,011
26	40,623
27	41,238
28	41,859
29	42,471
30	43,251
31	44,010
32	44,781
33	45,549
34	46,320”.

7. The following paragraph shall be inserted after paragraph 4—

“4A.1 Paragraph 4A.2 shall apply where a head teacher or deputy head teacher—

- (a) first became entitled to be paid as a head teacher or deputy head teacher during the period starting on 1st September 1999 and ending immediately before 1st April 2000; and
- (b) was entitled to be paid as a classroom teacher at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000; and
- (c) if during the period referred to in sub-paragraph (b) his experience points had been re-determined in accordance with paragraph 17.3 of the amended Document but on the basis of his service as of 1st September 1999, the re-determination would have resulted in a reduction in the number of experience points to which he was entitled.

4A.2 The head teacher or deputy head teacher shall, for a period starting on or after 1st April 2000 to be determined by the relevant body by the method set out in paragraph 17.8 for determining the relevant period, be entitled to be paid such salary as the relevant body determine in accordance with paragraph 4.1 less a sum determined by the relevant body in accordance with paragraph 4A.3.

4A.3 The sum is—A – B

where—

A is the teacher’s total salary entitlement for the period during which he was entitled to be paid as a classroom teacher starting on or after 1st September 1999 calculated by reference to the spine point (or spine points) on the pay spine set out in paragraph 17.2 of the Document at which he was entitled to be paid; and

B is the teacher’s total salary entitlement for the period during which he was entitled to be paid as a classroom teacher starting on or after 1st September 1999 calculated by reference to the spine point (or spine points) one point below the spine point (or spine points) on the pay spine set out in paragraph 17.2 of the Document at which he was entitled to be paid.

4A.4 Paragraph 4 has effect subject to this paragraph and paragraph 17A.3.

4A.5 In paragraph 4A “the Document”, and “the amended Document” have the same meanings as in paragraph 17.12.”.

8. The following table shall be substituted for the table in paragraph 7.3—

<i>“Group</i>	<i>Spine points</i>	<i>Range £</i>
1	1–9	32,184–39,198
2	3–12	33,813–42,195
3	6–15	36,408–45,423
4	9–18	39,198–48,885
5	13–22	43,251–53,916
6	16–26	46,548–59,469
7	19–30	50,097–65,592
8	23–34	55,254–72,312”.

9. The following table shall be substituted for the table in paragraph 12.1.3—

<i>“Group</i>	<i>Spine points</i>	<i>Range £</i>
1	1–8	28,158–31,383
2 1(S)	2–10	28,623–32,319
3 2(S)	4–13	29,547–33,696
4 3(S)	8–20	31,383–36,927
5 4(S)	15–26	34,623–40,623
6	22–34	38,157–46,320”.

10. For paragraph 17 there shall be substituted—

“17.1 A classroom teacher who—

- (a) was appointed to his first post following his qualification as a teacher on or after 1st September 1999; or
- (b) with effect from 1st September 1999 did not have any experience points; or
- (c) was not entitled to be paid under paragraph 17 of the Document at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000,

shall be paid such salary based on pay spine A set out in paragraph 17.7 as the relevant body shall determine in accordance with paragraphs 17.9, 17.10 and 27.1 (unqualified teacher becoming qualified).

17.2 The relevant body shall re-determine the award of experience points in accordance with paragraph 17.3 in the case of all classroom teachers who are entitled to be paid under paragraph 17 of the amended Document at any time during the period starting on 1st April 2000 and ending on 31st August 2000 except those who—

- (a) were appointed to their first post following their qualification as a teacher on or after 1st September 1999; or
- (b) with effect from 1st September 1999 did not have any experience points; or
- (c) were not entitled to be paid under paragraph 17 of the Document at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000.

17.3 The award of experience points shall be re-determined in accordance with paragraph 18.2 of the Amended Document on the basis of a classroom teacher’s service as of 1st September 1999, and

- (a) in the case of a teacher who is in service on 1st April 2000 and entitled to be paid under paragraph 17 of the amended Document, the re-determination shall have effect from 1st April 2000; and
- (b) in all other cases, the re-determination shall have effect from the first date following 1st April 2000 on which the teacher resumes service and is entitled to be paid under paragraph 17 of the amended Document.

17.4 Except as provided for in paragraph 17.6.2, paragraph 17.5 shall apply to a classroom teacher—

- (a) who was entitled to be paid under paragraph 17 of the Document for any part of the period starting on 1st September 1999 and ending immediately before 1st April 2000; and
- (b) the re-determination of whose experience points in accordance with paragraphs 17.2 and 17.3 results in a reduction in the number of experience points to which he is entitled.

17.5 A classroom teacher to whom this paragraph applies—

- (a) shall, subject to paragraph 17A, be entitled to be paid such salary based on pay spine B set out in paragraph 17.7 as the relevant body shall determine in accordance with paragraphs 17.9 and 17.10 on the basis of—
  - (i) the teacher's experience points as re-determined in accordance with paragraphs 17.2 and 17.3, and
  - (ii) any points which he held in respect of a good honours degree, responsibility, excellence, recruitment and retention or special educational needs immediately before 1st April 2000, or in the case of a teacher who was not in service on that date, on his last day in service before 1st April 2000,
 for the relevant period; and
- (b) following the expiry of such period he shall be paid such salary based on pay spine A set out in paragraph 17.7 as the relevant body shall determine in accordance with paragraphs 17.9 and 17.10.

17.6.1 Where—

- (a) a classroom teacher was entitled to be paid under paragraph 17 of the Document for any part of the period starting on 1st September 1999 and ending immediately before 1st April 2000; and
  - (b) the re-determination of his experience points in accordance with paragraphs 17.2 and 17.3 does not result in a reduction in the number of experience points to which he is entitled,
- he shall be paid such salary based on pay spine A set out in paragraph 17.7 as the relevant body shall determine in accordance with paragraphs 17.9 and 17.10.

17.6.2 Where—

- (a) the re-determination of a classroom teacher's experience points in accordance with paragraphs 17.2 and 17.3 results in a reduction in the number of experience points to which he is entitled; and
  - (b) at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000 he was paid a salary calculated by reference to the spine point on the pay spine set out in paragraph 17.2 of the Document at which he was entitled to be paid for that period,
- he shall be paid such salary based on pay spine A set out in paragraph 17.7 as the relevant body shall determine in accordance with paragraphs 17.9 and 17.10.

17.7 The pay spines for classroom teachers are—

Spine point	Pay Spine A	
	Annual Salary	
	£	
1	15,141	
1.5	15,591	
2	16,050	
2.5	16,485	
3	16,923	
3.5	17,376	
4	17,844	
4.5	18,366	
5	18,906	
5.5	19,467	
6	20,046	
6.5	20,640	

<b>Spine point</b>	<b>Annual Salary</b>
	£
7	21,249
7.5	21,879
8	22,524
8.5	23,226
9	23,958
9.5	24,693
10	25,443
10.5	26,190
11	26,958
11.5	28,014
12	29,109
12.5	30,063
13	31,050
13.5	32,268
14	33,531
14.5	34,275
15	35,034
15.5	35,817
16	36,618
16.5	37,428
17	38,262

<b>Spine point</b>	<b>Pay Spine B Annual Salary</b>
	£
1	13,920.64
1.5	14,391.46
2	14,875.45
2.5	15,285.46
3	15,685.98
3.5	16,047.35
4	16,415.38
4.5	16,883.24
5	17,373.26
5.5	17,892.61
6	18,429.96
6.5	18,973.98
7	19,537.16
7.5	20,067.20
8	20,595.58
8.5	21,255.93
9	21,962.94
9.5	22,681.28
10	23,406.29
10.5	23,736.78
11	24,067.45
11.5	25,260.90
12	26,501.67
12.5	27,101.64
13	27,713.79
13.5	29,569.04
14	31,510.95
14.5	32,200.80
15	32,905.65
15.5	33,655.33
16	34,406.35
16.5	36,303.43

17.8 The relevant body shall determine the period starting on or after 1st April 2000 (“the relevant period”) during which a classroom teacher shall be paid a salary based on pay spine B as follows:

the period (expressed in days or fractions of days rounded to two decimal places) during which a classroom teacher shall be paid a salary based on pay spine B is  $\frac{153A}{213}$

where A is the number of days for which the teacher was entitled to be paid in accordance with paragraph 17 of the Document during the period starting on 1st September 1999 and ending immediately before 1st April 2000.

17.9 Subject to paragraphs 19 to 21 and 27.1, the relevant body shall determine the point above the minimum point on the pay spine on which each individual classroom teacher shall be paid on the basis of the criteria in paragraph 18 only. If a classroom teacher is not entitled to any points on the basis of the criteria in paragraph 18, he shall be paid at the minimum point on the pay spine.

17.10 In awarding points under paragraphs 18.2.1(e), 18.3, 18.4, 18.5 and 18.6.4, the relevant body may award a half point provided the number of points awarded does not exceed the maximum specified in those paragraphs.

17.11 In any case where paragraph 4A, 17, 17A or 23A of the amended Document operates so that a classroom teacher receives during the period starting on 1st September 1999 and ending on 31st August 2000 (taking such period as a whole) less salary than he would have done if the provision contained in paragraph 18 of the amended Document had been included in the Document with effect from 1st September 1999, he shall be entitled on 31st August 2000 to a balancing payment equal to such shortfall.

17.12 In paragraph 17—

“the Document” means the School Teachers’ Pay and Conditions Document 1999 before its amendment by the Education (School Teachers’ Pay and Conditions) Order 2000;

“the amended Document” means the School Teachers’ Pay and Conditions Document 1999 following its amendment by the Education (School Teachers’ Pay and Conditions) Order 2000; and

“the relevant period” means the period determined by the relevant body under paragraph 17.8.”.

11. The following paragraph shall be inserted after paragraph 17—

**“Spine for classroom teachers—special cases**

**17A.1.1. Change in salary rate during the relevant period**

Paragraph 17A.2 applies, subject to paragraphs 17A.3 to 17A.5, where a further re-determination during the relevant period of the salary of a classroom teacher to whom paragraph 17.5 (a) applies results in a change in the number of points to which he is entitled (“a subsequent re-determination”).

17A.1.2 Paragraph 17A.2 does not apply where paragraph 17A.7 or 17A.8 applies.

17A.2.1 The classroom teacher’s salary shall be re-determined on the basis of his experience points as re-determined under paragraphs 17.2 and 17.3 of the amended Document.

17A.2.2 If the subsequent re-determination of his salary results in an increase in the number of points to which he is entitled-

- (a) he shall continue to be entitled to be paid the salary based on pay spine B set out in paragraph 17.7 re-determined by the relevant body under paragraph 17.5 (a) for the remainder of the relevant period, and for that remaining period (or until another subsequent re-determination is made) he shall be entitled to be paid an additional sum by way of salary determined by the relevant body in accordance with paragraph 17A.2.3; and

- (b) following the expiry of such period, paragraph 17.5 (b) shall apply to him.

17A.2.3 The additional sum is—  $\frac{A}{365} \times (B - C)$

where—

A is the remainder of the relevant period expressed as a number of days;

B is the annual salary for the spine point on pay spine A at which the teacher's salary is determined at the subsequent re-determination; and

C is the annual salary for the spine point on pay spine A equivalent to the spine point on pay spine B at which the teacher is entitled to be paid following the re-determination of his salary under paragraph 17.5(a).

17A.2.4 If the subsequent re-determination of his salary results in a decrease in the number of points to which he is entitled—

- (a) for the remainder of the relevant period he shall be entitled to be paid the salary based on spine B set out in paragraph 17.7 re-determined by the relevant body under paragraph 17.5(a), subject to any other subsequent re-determination less a sum determined by the relevant body in accordance with paragraph 17A.2.5; and
- (b) following the expiry of such period, paragraph 17.5(b) shall apply to him.

17A.2.5 The sum to be subtracted is—  $\frac{A}{365} \times (C - B)$

where A, B and C have the same meanings as in paragraph 17A.2.3.

### **17A.3 Classroom teacher becomes a head teacher, deputy head teacher or advanced skills teacher during the relevant period**

Paragraphs 17A.2.2 to 17A.2.5 also apply where during the relevant period a classroom teacher becomes entitled to be paid as a head teacher, a deputy head teacher or an advanced skills teacher with the modifications that—

- (a) B is the annual salary on the pay spine for head teachers, deputy head teachers or advanced skills teachers, as the case may be, at which the teacher would but for this paragraph have become entitled to be paid; and
- (b) in paragraphs 17A.2.2(b) and 17A.2.4(b) for “paragraph 17.5(b)” there is substituted “paragraph 4 in the case of a head teacher or deputy head teacher, or paragraph 23 in the case of an advanced skills teacher”.

### **17A.4 Classroom teacher employed on a day to day or other short notice basis in the relevant period**

17A.4.1 Paragraph 17A.4.2 shall apply where—

- (a) a classroom teacher becomes entitled to a salary calculated in accordance with paragraph 33.2 (teacher employed on a day to day or other short notice basis) during the relevant period; and
- (b) he was not entitled to a salary calculated in accordance with paragraph 33.2 at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000.

17A.4.2 Paragraph 17.5 (a) shall continue to apply to the teacher but instead of applying for the remainder of the relevant period, paragraph 17.5 (a) shall apply for a period to be calculated by the relevant body in accordance with paragraph 17A.4.3.

17A.4.3 The period is the number of working days (including fractions of days rounded to two decimal places) equal to the number of days in the remainder of the relevant period.

17A.4.4 In this paragraph “working day” means a day in respect of which a classroom teacher is entitled to receive salary in accordance with paragraph 33.2.

### **17A.5 Change in the proportion of the school week for which a classroom teacher works during the relevant period**

17A.5.1 Paragraphs 17A.2.1 to 17A.2.3. also apply where during the relevant period a classroom teacher's salary increases due to—

- (a) a change from part-time service to full-time service; or
- (b) an increase in the proportion of the school week for which he works, with the modification that B is calculated by reference to the proportion of the school week worked by the teacher after the change, and C is calculated by reference to the proportion of the school week worked by the teacher before the change.

17A.5.2 Paragraphs 17A.2.1, 17A.2.4 and 17A.2.5 also apply where during the relevant period a classroom teacher's salary decreases due to—

- (a) a change from full-time service to part-time service; or
- (b) a decrease in the proportion of the school week for which he works, with the modification that B is calculated by reference to the proportion of the school week worked by the teacher after the change, and C is calculated by reference to the proportion of the school week worked by the teacher before the change.



17A.5.3 Where a teacher to whom paragraphs 17A.5.1 applies changed from full-time to part-time service, part-time to full-time service or changed the proportion of the school week for which he worked during the period starting on 1st September 1999 and the ending immediately before 1st April 2000, paragraph 17A.8 shall apply in place of paragraph 17A.5.

**17A.6 Change in salary rate during the period 1st September 1999 to 31st March 2000**

17A.6.1 Except where paragraph 17A.7 or 17A.8 applies, paragraph 17A.6.2 applies where the salary of a classroom teacher to whom paragraph 17.5(a) applies was re-determined other than pursuant to paragraph 3.1(a) on one or more occasions during the period starting on 1st September 1999 and ending immediately before 1st April 2000, and that re-determination resulted in a change in the number of points to which he was entitled.

17A.6.2

- (a) For the relevant period the classroom teacher shall be entitled to be paid the salary based on pay spine B set out in paragraph 17.7 re-determined by the relevant body under paragraph 17.5(a)—
- (i) plus a sum to be determined by the relevant body in accordance with paragraph 17A.6.3 if such sum is positive; or
  - (ii) minus a sum to be determined by the relevant body in accordance with paragraph 17A.6.3 if such sum is negative; and
- (b) following the expiry of the relevant period, paragraph 17.5(b) shall apply to him.

17A.6.3 The sum is—

$$(A + B) - (C + D)$$

where—

A is the teacher's total salary entitlement for the period starting on 1st September 1999 and ending immediately before 1st April 2000 calculated by reference to the spine points one point below the spine points on the pay spine set out in paragraph 17.2 of the Document at which the teacher was entitled to be paid;

B is the teacher's total salary entitlement for the relevant period calculated by reference to the spine point on pay spine A equivalent to the spine point on pay spine B at which the teacher is entitled to be paid during the relevant period;

C is the teacher's total salary entitlement for the period starting on 1st September 1999 and ending immediately before 1st April 2000 calculated by reference to the spine points on the pay spine set out in paragraph 17.2 of the Document at which the teacher was entitled to be paid;

D is the teacher's total salary entitlement for the relevant period calculated by reference to the spine point on pay spine B at which the teacher is entitled to be paid during the relevant period.

**17A.7 Classroom teacher employed on a day to day or short notice basis in the period 1st September 1999 to 31st March 2000**

17A.7.1 Paragraph 17A.7.2 applies where a classroom teacher's salary was calculated in accordance with paragraph 33.2 (teacher employed on a day to day or other short notice basis) at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000.

17A.7.2 Paragraph 17.5(a) shall apply with the modifications that—

- (a) in the case of a teacher whom the relevant body are satisfied is likely to continue to be employed on a day to day or short notice basis on and after 1st April 2000, the relevant body may determine that the relevant period is a number of working days equal to—
- (i) the number of working days on which he worked in the period starting on 1st September 1999 and ending immediately before 1st April 2000, plus
  - (ii) the number of days in respect of which the teacher was paid a salary not calculated in accordance with paragraph 33.2 in the period starting on 1st September 1999 and ending immediately before 1st April 2000,

where "working day" means a day in respect of which a classroom teacher is entitled to receive salary in accordance with paragraph 33.2; and

- (b) instead of a salary based on pay spine B set out in paragraph 17.7, the teacher shall for the relevant period be entitled to be paid a salary based on pay spine A set out in paragraph 17.7 determined by the relevant body in accordance with paragraphs 17.9 and 17.10 less a sum to be determined by the relevant body in accordance with paragraph 17A.7.3.

17A.7.3 The sum to be subtracted is— $A - B$

where—

A is the teacher's total salary entitlement for the period starting on 1st September 1999 and ending immediately before 1st April 2000 calculated by reference to the spine point (or spine points where the teacher's salary changed in the period) on the pay spine set out in paragraph 17.2 of the Document at which the teacher was entitled to be paid; and

B is the teacher's total salary entitlement for the period starting on 1st September 1999 and ending immediately before 1st April 2000 calculated by reference to the spine point one point below the spine point (or spine points where the teacher's salary changed in the period) on the pay spine set out in paragraph 17.2 of the Document at which the teacher was entitled to be paid.

17A.7.4 Where the salary entitlement of a teacher entitled to be paid a salary determined in accordance with paragraph 17.5(a) as modified by paragraph 17A.7.2 changes for a reason other than the annual revalorisation of spine points or due to the operation of paragraph 17.5 during the relevant period, his salary entitlement during the relevant period shall be further adjusted in accordance with paragraph 17A.7.5.

17A.7.5

- (a) Where the change results in an increase in the classroom teacher's salary, he shall be entitled to an additional sum to be calculated by the relevant body in accordance with paragraph 17A.2.3 with the modification that C is the annual salary for the spine point on pay spine A at which the teacher is entitled to be paid following the determination under paragraph 17.5(a) as modified by 17A.7.2(b); and
- (b) where the change results in a decrease in the classroom teacher's salary, he shall be entitled to the salary determined by the relevant body under paragraph 17.5(a) as modified by paragraph 17A.7.2(b) less a sum to be calculated by the relevant body in accordance with paragraph 17A.2.5 with the modification referred to in subparagraph (a).

**17A.8 Change in the proportion of the school week for which a classroom teacher worked during the period 1st September 1999 to 1st April 2000**

17A.8.1 Paragraph 17A.8.2 applies where during the period starting on 1st September 1999 and ending immediately before 1st April 2000 a classroom teacher—

- (a) changed from full-time service to part-time service; or
- (b) changed from part-time service to full-time service; or
- (c) changed the proportion of the school week for which he worked.

17A.8.2 Paragraph 17.5(a) shall apply with the modification that instead of a salary based on pay spine B set out in paragraph 17.7, the teacher shall for the relevant period be entitled to be paid a salary based on pay spine A set out in paragraph 17.7 determined by the relevant body in accordance with paragraphs 17.9 and 17.10 less a sum to be determined by the relevant body in accordance with paragraph 17A.7.3.

17A.8.3 Where a teacher entitled to be paid a salary determined in accordance with paragraph 17.5(a) as modified by paragraph 17A.8.2—

- (a) changed from full-time to part-time service, part-time to full-time service or changed the proportion of the school week for which he worked during the relevant period; or
- (b) whose salary entitlement changes for a reason other than the annual revalorisation of spine points or due to the operation of paragraph 17.5 during the relevant period,

his salary entitlement during the relevant period shall be further adjusted in accordance with paragraph 17A.8.4.

17A.8.4

- (a) Where the change results in an increase in the classroom teacher's salary, he shall be entitled to an additional sum to be calculated by the relevant body in accordance with paragraph 17A.2.3 with the modification that C is the annual salary for the spine point on pay spine A at which the teacher is entitled to be paid following the determination under paragraph 17.5(a) as modified by paragraph 17A.8.2; and

- (b) where the change results in a decrease in the classroom teacher's salary, he shall be entitled to the salary determined by the relevant body under paragraph 17.5(a) as modified by paragraph 17A.8.2 less a sum to be calculated by the relevant body in accordance with paragraph 17A.2.5 with the modification referred to in sub-paragraph (a).

17A.9 Where a relevant body are satisfied that none of the cases or special cases in paragraph 17 or 17A fits the particular circumstances of a classroom teacher to whom paragraph 17.5 (a) applies, the relevant body may determine that he shall be entitled to be paid during the period, or any part of the period, starting on 1st April 2000 and ending immediately before 1st September 2000 in accordance with whichever provision of this Document appears to them most closely to fit his circumstances.

17A.10 In paragraph 17A "the Document", "the amended Document" and "the relevant period" have the same meanings as in paragraph 17.12."

**12.** For paragraph 18.1.1 there shall be substituted—

"18.1.1 The relevant body shall award:

- (a) 1 full point if the classroom teacher is a good honours graduate who—
- (i) is appointed to his first post following his qualification as a teacher on or after 1st September 1999, or
  - (ii) with effect from 1st September 1999 does not have any points awarded for experience; or
- (b) 1 full point if a classroom teacher to whom paragraph (i) or (ii) of sub-paragraph (a) applies for the first time becomes a good honours graduate during the year starting on 1st September 1999 and ending on 31st August 2000; or
- (c) 2 full points if the classroom teacher is a good honours graduate and sub-paragraph (a) or (b) does not apply to him; or
- (d) 2 full points if the classroom teacher before 1st September 1999 has been employed as a qualified teacher and who on or after 1st September 1999 for the first time becomes a good honours graduate, and sub-paragraph (a) or (b) does not apply to him;

and in the case of a teacher who for the first time becomes a good honours graduate, such points shall be awarded from the first day of service after the relevant pass lists are published or otherwise notified in writing to the teacher."

**13.—(1)** There shall be inserted at the beginning of each of sub-paragraphs (a), (b), (c), (d) and (e) of paragraph 18.2.1 the words "subject to sub-paragraph (f)".

(2) The word "and" at the end of sub-paragraph (d) of paragraph 18.2.1 shall be deleted.

(3) There shall be inserted at the end of sub-paragraph (e) of paragraph 18.2.1 the word "but".

(4) There shall be inserted in paragraph 18.2.1 the following sub-paragraph—

"(f) except in the case of a classroom teacher who—

- (i) is appointed to his first post following his qualification on or after 1st September 1999, or
  - (ii) with effect from 1st September 1999 did not have any points awarded for experience,
- shall not award a point for the teacher's first year of service which would otherwise qualify for a point under sub-paragraph (a), (c), or (d), or where there are no such years of service, shall not award a point for the first year of service in respect of which a full point would otherwise be awarded under sub-paragraph (b) or (e)."

**14.** There shall be inserted in paragraph 18.2.3 after the words "Subject to paragraphs" the words "17.2, 17.3, 18.2.1(f)".

**15.** For paragraph 18.2.4 there shall be substituted—

"18.2.4 The total points awarded in respect of experience shall not exceed—

- (a) 8 full points in the case of a classroom teacher who is not a good honours graduate; or

- (b) 7 full points in the case of a classroom teacher who is a good honours graduate and who—
  - (i) is appointed to his first post following his qualification as a teacher on or after 1st September 1999, or
  - (ii) with effect from 1st September 1999 does not have any points awarded for experience; or
- (c) subject to sub-paragraph (b), 6 full points in the case of a classroom teacher who is a good honours graduate.”.

**16.** For paragraph 18.2.5 there shall be substituted—

“18.2.5 In the case of a classroom teacher who becomes a good honours graduate for the first time and who—

- (a) is appointed to his first post following his qualification as a teacher on or after 1st September 1999; or
- (b) with effect from 1st September 1999 does not have any points awarded for experience, the points awarded for experience shall be reduced to 7 full points if that number would otherwise be exceeded.”.

**17.** The following paragraph shall be inserted after paragraph 18.2.5—

“18.2.6 Subject to paragraph 18.2.5, in the case of a classroom teacher who becomes a good honours graduate for the first time, the points awarded for experience shall be reduced to 6 full points if that number would otherwise be exceeded.”.

**18.** For paragraphs 21.1 to 21.3 there shall be substituted—

“21.1.1 A classroom teacher taking up an appointment which is his second or subsequent one as a teacher (whether or not after a break in service and whether on a full-time, part-time, regular, day to day or short term basis) on or after 1st April 2000 (but not in circumstances where paragraph 32 applies) shall be paid the greater of the salary at the time of appointment determined under paragraphs 17 and 18 and the minimum number of points above the lowest point on pay spine A set out in paragraph 17.7 calculated in accordance with paragraphs 21.2 to 21.4.

21.1.2 Paragraph 21A shall apply where a classroom teacher who was last being paid under the provisions of the 1998 Document or an earlier Document was entitled to be paid at the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000.

21.1.3 Paragraph 17 shall apply where a classroom teacher who was last being paid under the provisions of this Document was entitled to be paid at the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000, with the modification that references to an entitlement or salary under paragraph 17 of the Document include an entitlement or salary determined by reference to the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document.

21.2 Subject to paragraphs 21.3 and 21.4, the minimum number of points is:

- (a) if he was last being paid under the provisions of this Document but he was not entitled to be paid under the provisions of this Document in the period starting on 1st September 1999 and ending immediately before 1st April 2000, the number of points in respect of a good honours degree and experience which he then held;
- (b) if he was last being paid as a qualified teacher under provisions of the 1987 to 1998 Documents,
  - (i) in the case of a teacher last paid under the 1993 to 1998 Documents, the number of points in respect of a good honours degree and experience which he then held, or
  - (ii) in the case of a teacher last paid under the 1987 to 1992 Documents, the equivalent scale point,

ascertained in accordance with the following table—

<i>1987–1990</i> <i>Documents:</i> <i>last point</i> <i>on standard</i> <i>scale</i>	<i>1991–1992</i> <i>Documents:</i> <i>last point</i> <i>on standard</i> <i>scale</i>	<i>1993–1998</i> <i>Documents:</i> <i>points</i>	<i>1999</i> <i>Document:</i> <i>minimum</i> <i>number of</i> <i>points</i>
1	—	0	0
2	1	0	0
3	2	1	0
4	3	2	1
5	4	3	2
6	5	4	3
7	6	5	4
8	7	6	5
9	8	7	6
10	9	8	7
11	10	9	8

- (c) if he was last being paid as a qualified teacher under the provisions of the document published by Her Majesty's Stationery Office pursuant to section 2(4) of the Remuneration of Teachers Act 1965 entitled "Scales of Salaries for Teachers: Primary and Secondary Education, England and Wales 1974" or any subsequent such document, the equivalent such point ascertained in accordance with the following table:

#### **Scales 1974 to 30.9.87**

<i>Scale</i> <i>1</i>	<i>Scale</i> <i>2</i>	<i>Scale</i> <i>2 (S)</i>	<i>Scale</i> <i>3</i>	<i>Scale</i> <i>3 (S)</i>	<i>Scale</i> <i>4</i>	<i>Senior</i> <i>Teacher</i> <i>Scale</i>	<i>Minimum</i> <i>number</i> <i>of</i> <i>points</i>
0–4	0	0					0
5	1	1					0
6	2	2					1
7–8	3–4	3–4					2
9–10	5–6	5–6	0	0			3
11–12	7–8	7	1–2	1			4
13–14	9–10	8–9	3–4	2–3			5
15	11	10	5	4	0		6
	12	11	6	5	1		7
			7–10	6–9	2–8	0–8	8

or

- (d) if he was last being paid as a qualified teacher under the provisions of a pre-1974 Document the equivalent such point determined by the relevant body.

21.3 A classroom teacher who was last employed as a head teacher or deputy head teacher shall not be paid at less than spine point 9 on pay spine A set out in paragraph 17.7. For the purpose of this paragraph "deputy head teacher" includes a teacher designated as a second master or second mistress under section 5(2) of the 1983 Document."

19. The following paragraph shall be inserted after paragraph 21—

#### **"Second or subsequent appointment—classroom teachers with service in the period 1st September 1999 to 31st March 2000**

21A.1 Paragraphs 21A.2 to 21A.9 shall apply where a classroom teacher who was last being paid under the provisions of the 1998 Document or an earlier Document was entitled to be paid at the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000.

21A.2 Paragraph 21A.3 shall apply where—

- (a) the classroom teacher was entitled to be paid at the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document immediately before 1st April 2000; or
- (b) when he resumes service at any time during the period starting on 1st April 2000 and ending immediately before 1st September 2000, the classroom teacher would have been entitled to a salary based on the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document had the Document not been amended by the Education (School Teachers' Pay and Conditions) Order 2000.

21A.3 The relevant body shall re-determine the minimum number of points in accordance with paragraphs 21.2 to 21.4 of the amended Document on the basis of the classroom teacher's service as of 1st September 1999, and

- (a) in the case of a teacher in service on 1st April 2000, the re-determination shall have effect from 1st April 2000; and
- (b) in all other cases, the re-determination shall have effect from the date on which the teacher resumes service.

21A.4 Where the re-determination under paragraph 21A.3 of the minimum number of points to which a classroom teacher is entitled results in a reduction in the number of points to which he is entitled—

- (a) he shall be entitled to be paid the salary based on pay spine B set out in paragraph 17.7 equivalent to the minimum number of points to which he is entitled (following the re-determination) for a period to be determined by the relevant body in accordance with paragraph 17.8 ("the relevant period"), with the modification that A is the number of days (including fractions of days rounded to two decimal places) for which he was entitled to be paid in accordance with paragraphs 21.2 to 21.4 of the Document during the period starting on 1st September 1999 and ending immediately before 1st April 2000;
- (b) paragraph 17A shall apply where during the relevant period any of the special cases described in that paragraph applies to the teacher; and
- (c) following the expiry of the relevant period he shall be paid the salary based on pay spine A set out in paragraph 17.7 equivalent to the minimum number of points to which he is entitled (following the re-determination).

21A.5 Where the re-determination under paragraph 21A.3 of the minimum number of points to which a classroom teacher is entitled does not lead to a reduction in the number of points to which he is entitled, he shall be paid the salary based on pay spine A set out in paragraph 17.7 equivalent to the minimum number of points to which he is entitled.

21A.6.1 This paragraph applies where a classroom teacher ceased to be entitled to be paid at the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000.

21A.6.2 Paragraphs 17A.6 to 17A.8 shall apply with the modification that references to salary on the pay spine set out in paragraph 17.2 of the Document include references to a salary determined by reference to the minimum number of points calculated in accordance with paragraphs 21.2 to 21.4 of the Document.

21A.7 In any case where paragraph 21A of the amended Document operates so that a classroom teacher receives during the period starting on 1st September 1999 and ending on 31st August 2000 (taking such period as a whole) less salary than he would have done if the provision contained in paragraph 18 of the amended Document had been included in the Document with effect from 1st September 1999, he shall be entitled on 31st August 2000 to be balancing payment equal to such shortfall.

21A.8 In paragraphs 21 and 21A, "the Document" and "the amended Document" have the same meanings as in paragraph 17.12."

20. The following table shall be substituted for the table in paragraph 23.1—

<b>"Spine point</b>	<b>Annual Salary</b>
	£
1	26,943
2	27,423
3	27,906

<b>“Spine point</b>	<b>Annual Salary</b>
	£
4	28,386
5	28,866
6	29,349
7	29,832
8	30,312
9	30,792
10	31,272
11	31,755
12	32,397
13	33,039
14	33,681
15	34,320
16	34,962
17	35,604
18	36,246
19	36,888
20	37,530
21	38,169
22	38,970
23	39,774
24	40,575
25	41,379
26	42,177
27	42,981”.

21. The following paragraph shall be inserted after paragraph 23—

“23A.1 Paragraph 23A.2 shall apply where an advanced skills teacher—

- (a) first became entitled to be paid as an advanced skills teacher during the period starting on 1st September 1999 and ending immediately before 1st April 2000; and
- (b) was entitled to be paid as a classroom teacher at any time during the period starting on 1st September 1999 and ending immediately before 1st April 2000; and
- (c) if during the period referred to in sub-paragraph (b) his experience points had been re-determined in accordance with paragraph 17.3 of the Amended Document but on the basis of his service as of 1st September 1999, the re-determination would have resulted in a reduction in the number of experience points to which he was entitled.

23A.2 The advanced skills teacher shall, for a period starting on or after 1st April 2000 to be determined by the relevant body by the method set out in paragraph 17.8 for determining the relevant period, be entitled to be paid such salary as the relevant body determine in accordance with paragraph 23 less a sum determined by the relevant body in accordance with paragraph 23A.3.

23A.3 The sum is—  $A - B$

where—

A is the teacher’s total salary entitlement for the period during which he was entitled to be paid as a classroom teacher starting on or after 1st September 1999 calculated by reference to the spine point (or spine points) on the pay spine set out in paragraph 17.2 of the Document at which he was entitled to be paid; and

B is the teacher’s total salary entitlement for the period during which he was entitled to be paid as a classroom teacher starting on or after 1st September 1999 calculated by reference to the spine point (or spine points) one point below the spine point (or spine points) on the pay spine set out in paragraph 17.2 of the Document at which he was entitled to be paid.

23A.4 Paragraph 23 has effect subject to this paragraph and paragraph 17A.3.

23A.5 In paragraph 23A “the Document”, and “the amended Document” have the same meanings as in paragraph 17.12.”.

**22.** For paragraph 24.1 there shall be substituted—

“24.1 From 1st April 1999 an unqualified teacher shall be paid such salary based on the following pay scale as the relevant body shall determine in accordance with paragraphs 24.2 to 24.7 and 26:

<b>Scale point</b>	<b>Annual Salary £</b>
1	12,012
2	12,549
3	13,074
4	13,617
5	14,166
6	14,694
7	15,234
8	16,494
9	17,922
10	18,996 ”.

**23.** For paragraph 29.1 there shall be substituted—

“29.1 A teacher serving in the London Area shall receive a London Area allowance of:

- (a) if he is serving in the Inner London Area £2,316 per annum from 1st April 2000;
- (b) if he is serving in the Outer London Area, £1,524 per annum from 1st April 2000; and
- (c) if he is serving in the Fringe Area, £591 per annum from 1st April 2000.”.

**24.** In paragraphs 32.3(a) and 32.4 for “paragraph 17.1” there shall be substituted “paragraph 17”.**25.** The following paragraphs shall be inserted after paragraph 32.5—

“32.5A In determining—

- (a) for the purpose of paragraph 32.5(b) whether the remuneration payable to a classroom teacher by virtue of other provisions of the Document equals or exceeds the remuneration payable under paragraph 32; or
- (b) for the purpose of paragraph 32.3 whether the salary under sub-paragraph (a), (b) or (c) is the highest,  
a classroom teacher who is entitled to be paid a salary based on pay spine B for a period shall be treated as if he were entitled to be paid a salary based on the equivalent point on pay spine A for that period.

32.5B Paragraph 32 shall have effect subject to paragraphs 4A, 17.5(a), 17A and 23A.”.

*Estelle Morris*  
Minister of State,

23rd March 2000

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 1999 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 paragraphs 4, 7 and 12 of the Document;
- (b) the classroom teachers' pay spine set out in paragraph 17 of the Document;
- (c) the advanced skills teachers' pay spine set out in paragraph 23 of the Document;
- (d) the unqualified teachers' pay scale set out in paragraph 24 of the Document; and
- (e) the London Area allowances set out in paragraph 29 of the Document.

The increases are from 1st April 2000.

The Order revises the provisions concerning the award of experience points to classroom teachers in paragraph 18 of the Document with effect from 1st April 2000. The revision does not affect classroom teachers appointed to their first posts on or after 1st September 1999 or classroom teachers who were not entitled to any experience points on 1st September 1999. Paragraph 17 of the Document provides for the experience points of affected teachers to be re-calculated in accordance with the revisions on or after 1st April 2000. It makes consequential provision for those teachers whose experience point total changes following the re-calculation. The Order also makes consequential revisions to paragraphs 4, 21, 23 and 32 of the Document.

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

---

**STATUTORY INSTRUMENTS**

---

**2000 No. 868****EDUCATION, ENGLAND AND WALES****The Education (School Teachers' Pay and Conditions)  
Order 2000**

£3.50

© Crown copyright 2000

Printed and published in the UK by The Stationery Office Limited  
under the authority and superintendence of Carol Tullo, Controller of  
Her Majesty's Stationery Office and Queen's Printer of Acts of Parliament.  
E777 4/00 499776 19585

ISBN 0-11-099042-0



9 780110 990422