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

1980 No. 1197

EDUCATION, ENGLAND AND WALES

**The Remuneration of Teachers (Primary and Secondary
Schools) (Amendment) (No. 2) Order 1980**

Made - - - - - 7th August 1980

Coming into Operation 18th August 1980

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 of other persons employed by local education authorities as teachers in the provision of primary or secondary education, other than those in an establishment maintained by a local authority in the exercise of a Social Service 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;

(2) there are in force Orders made under section 2 of the Act with respect to the remuneration of teachers in primary and secondary schools maintained by local education authorities, namely, the Remuneration of Teachers (Primary and Secondary Schools) Order 1979 and the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) Order 1980(b);

(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 21st September 1979 under the title “SCALES OF SALARIES FOR TEACHERS IN PRIMARY AND SECONDARY SCHOOLS, ENGLAND AND WALES 1979” (“the Document”);

(4) in pursuance of section 2(5) of the Act the Secretary of State has prepared a draft Order (being the draft of this 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 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 orders as follows:—

Citation and commencement

1.—(1) This Order may be cited as the Remuneration of Teachers (Primary and Secondary Schools) (Amendment) (No. 2) Order 1980.

(2) This Order shall come into operation on 18th August 1980 and shall have effect as from 1st January 1980.

(a) 1965 c. 3.

(b) S.I. 1979/1193; 1980/965.

Amendment of Document

2. The scales and other provisions contained in the Document are hereby amended, with effect from 1st January 1980, in the manner specified in the Schedule to this Order.

SCHEDULE

Amendments effective from 1st January 1980

1. In section 8(c) for the sum of "£507" there shall be substituted the sum of "£513".
2. In section 9(c)—
 - (a) in paragraph (i) for the sum of "£1,065" there shall be substituted the sum of "£1,080";
 - (b) in paragraph (ii) for the sum of "£900" there shall be substituted the sum of "£912".
3. In section 10—
 - (a) in paragraph (a)(i) for the sum of "£474" there shall be substituted the sum of "£480";
 - (b) in paragraph (a)(ii) for the sum of "£315" there shall be substituted the sum of "£321";
 - (c) in paragraph (c) for the sum of "£426" there shall be substituted the sum of "£432";
 - (d) in paragraph (e)(i) for the sum of "£360" there shall be substituted the sum of "£366";
 - (e) in paragraph (e)(ii) for the sum of "£228" there shall be substituted the sum of "£234".
4. In section 14(2)(a) and (b) for the sum of "£330" there shall in each case be substituted the sum of "£333".
5. In section 20 for the sum of "£369" there shall be substituted the sum of "£375".
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

Incremental Point	Scales				
	1	2	3	4	Senior Teacher
	£	£	£	£	£
0	3,519	4,029	4,980	5,928	6,363
1	3,669	4,179	5,157	6,162	6,603
2	3,789	4,335	5,331	6,363	6,843
3	3,909	4,494	5,514	6,603	7,080
4	4,029	4,656	5,724	6,843	7,320
5	4,179	4,818	5,928	7,080	7,629
6	4,335	4,980	6,162	7,320	7,905
7	4,494	5,157	6,363	7,629	8,217
8	4,656	5,331	6,603	7,905	8,496
9	4,818	5,514	6,843		
10	4,980	5,724	7,080		
11	5,157	5,928			
12	5,331	6,162			
13	5,514				

APPENDIX I—*continued*

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 Parts I and III of Annex E to Appendix III, the scale shall be extended by two increments as follows:—

Incremental Point	Salary
14	£ 5,724
15	5,928

Note 2.—Teachers entitled to be paid a personal salary of £3,609 per annum on 31st March 1975 as good honours graduates on Scale 2 under the provisions of Appendix I to the 1974 Primary and Secondary Salaries Document shall be paid a personal salary of £6,363.

Note 3.—The maximum of each scale shall be extended by one increment in the case of a teacher to whom Section 10(b) applies.

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

Incremental Point	Scales			
	1	2 (S)	3 (S)	Senior Teacher
	£	£	£	£
0	3,519	4,494	5,514	6,363
1	3,669	4,656	5,724	6,603
2	3,789	4,818	5,928	6,843
3	3,909	4,980	6,162	7,080
4	4,029	5,157	6,363	7,320
5	4,179	5,331	6,603	7,629
6	4,335	5,514	6,843	7,905
7	4,494	5,724	7,080	8,217
8	4,656	5,928	7,320	8,496
9	4,818	6,162	7,629	
10	4,980	6,363		
11	5,157	6,603		
12	5,331			
13	5,514			

Note 1.—Where a teacher paid on Scale I is entitled to be classed as a good honours graduate for salary purposes under the conditions set out in Parts I and III of Annex E to Appendix III, the scale shall be extended by two increments as follows:—

Incremental Point	Salary
14	£ 5,724
15	5,928

Note 2.—Teachers entitled to be paid a personal salary of £3,927 per annum on 31st 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 £6,843 per annum.

Note 3.—The maximum of each Scale shall be extended by one increment in the case of a teacher to whom Section 10(b) applies.

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

Incremental Point	Group					
	Below 4	4	5	6	7	8
	£	£	£	£	£	£
0	4,386	5,166	5,781	6,576	6,939	7,290
1	4,557	5,340	5,985	6,780	7,143	7,494
2	4,731	5,514	6,189	6,981	7,347	7,698
3	4,902	5,688	6,390	7,185	7,551	7,902
4	5,076	5,862	6,594	7,389	7,752	8,106
5	5,247	6,033	6,795			
6	5,421	6,207	6,999			
7	5,592	6,381	7,200			
8	5,766	6,555				
9	5,937	6,726				
10	6,111					
11	6,282					

Incremental Point	Group					
	9	10	11	12	13	14
	£	£	£	£	£	£
0	7,698	8,142	8,559	9,009	9,285	9,672
1	7,902	8,349	8,763	9,213	9,492	9,879
2	8,106	8,559	8,967	9,423	9,699	10,086
3	8,313	8,763	9,171	9,627	9,906	10,293
4	8,529	8,967	9,378	9,834	10,113	10,503

(b) Special Schools

Incremental Point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	5,058	5,865	6,957	7,200	7,455	7,701	8,121
1	5,226	6,060	7,155	7,398	7,653	7,899	8,319
2	5,394	6,255	7,353	7,596	7,848	8,094	8,517
3	5,559	6,453	7,551	7,794	8,046	8,292	8,715
4	5,727	6,648	7,746	7,989	8,244	8,490	8,913
5	5,892	6,846					
6	6,060	7,041					
7	6,228	7,236					
8	6,393						
9	6,561						
10	6,726						
11	6,894						

Note 1.—Where, in a special school, the number of staff (excluding the head teacher and deputy head teacher) substantially exceeds 27 and the number of children 260, the local education authority shall have discretion to determine a scale for the deputy head teacher appropriately related to the scale for 9(S) above.

Note 2.—The maximum of each scale in this paragraph shall be extended by one increment in the case of a teacher to whom Section 10(b) applies.

APPENDIX I—*continued*

4. Qualified Head Teachers

(a) Schools, other than special schools

Incremental Point	Group						
	1	2	3	4	5	6	7
	£	£	£	£	£	£	£
0	6,144	6,411	6,711	7,104	7,701	8,175	8,679
1	6,318	6,582	6,885	7,308	7,905	8,379	8,883
2	6,492	6,756	7,056	7,509	8,109	8,583	9,090
3	6,666	6,930	7,230	7,713	8,313	8,790	9,294
4	6,837	7,107	7,404	7,917	8,514	8,994	9,498

Incremental Point	Group						
	8	9	10	11	12	13	14
	£	£	£	£	£	£	£
0	9,264	9,942	10,587	11,286	12,039	12,687	13,368
1	9,468	10,146	10,794	11,493	12,303	12,951	13,632
2	9,675	10,353	11,001	11,706	12,564	13,212	13,896
3	9,879	10,560	11,205	11,916	12,825	13,473	14,160
4	10,086	10,770	11,418	12,126			

(b) Special Schools

Incremental Point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	7,257	7,692	8,493	8,775	9,372	9,783	10,218
1	7,428	7,890	8,694	8,976	9,573	9,987	10,423
2	7,599	8,091	8,895	9,177	9,777	10,191	10,638
3	7,770	8,292	9,096	9,378	9,978	10,395	10,851
4	7,941	8,493	9,297	9,582	10,182	10,596	11,064

Note 1.—Where, in a special school, the number of staff (excluding the head teacher and deputy head teacher) substantially exceeds 27 and the number of children 260, the local education authority shall have discretion to determine a scale for the head teacher appropriately related to the scale for 9(S) above.

Note 2.—The maximum of each scale in this paragraph shall be extended by one increment in the case of a teacher to whom Section 10(b) applies.

APPENDIX I—*continued*

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	3,069	3,069	3,288
1	3,129	3,129	3,348
2	3,186	3,186	3,408
3	3,246	3,246	3,468
4	3,309	3,309	3,537
5		3,369	3,663
6		3,429	3,801
7		3,498	3,939
8			4,074
9			4,227
10			4,383
11			4,539 (see below)

Note 1.—Scale C may be extended by either one or two increments of £156 to a maximum of £4,695 or £4,851 respectively 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.

Unqualified teachers shall be placed in Scales A, B or C in accordance with the following table:

Employment authorised under	Scale applicable
Regulation 17(1) or 18 of the Schools Regulations 1959(a) ..	A
Regulation 16(3) of the Schools Regulations 1959 or regulation 15(3)(a) or 15(3)(b) of the Handicapped Pupils and Special Schools Regulations 1959 (as amended)(b)	B
Regulation 16A of the Handicapped Pupils and Special Schools Regulations 1959 (as amended)	C

The allowances paid in addition to the appropriate scale for those unqualified heads and unqualified deputy heads paid on these scales should be increased to:—

In schools other than special schools: Heads £912.

In special schools: Heads £1,080, Deputy Heads £513.

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	4,575	5,403	6,444	6,669	7,053	7,317	7,728
1	4,743	5,592	6,633	6,861	7,248	7,509	7,923
2	4,908	5,781	6,825	7,050	7,440	7,704	8,118
3	5,076	5,973	7,014	7,242	7,635	7,896	8,313
4	5,244	6,162	7,206	7,431	7,830	8,088	8,508
5	5,409	6,351					
6	5,577	6,540					
7	5,742	6,729					
8	5,910						
9	6,075						
10	6,243						
11	6,411						

APPENDIX I—*continued*

7. Unqualified Head Teachers of Special Schools, to whom subsection 9(a) of Part III applies

Incremental Point	Group						
	3(S)	4(S)	5(S)	6(S)	7(S)	8(S)	9(S)
	£	£	£	£	£	£	£
0	6,690	7,170	8,019	8,283	8,883	9,366	9,801
1	6,864	7,371	8,223	8,487	9,087	9,570	10,008
2	7,038	7,575	8,430	8,694	9,294	9,780	10,215
3	7,212	7,779	8,634	8,898	9,501	9,990	10,425
4	7,386	7,983	8,838	9,102	9,711	10,197	10,629

7. In Appendix III—

- (a) in paragraph 10(3)(a)(i) for the sum of “£4,140” there shall be substituted the sum of “£4,179”;
- (b) in paragraph 12(1)(a) for the sums of “£81”, “£144” and “£162” there shall be substituted the respective sums of “£84”, “£147” and “£165”.

7th August 1980.

Mark Carlisle,
Secretary of State for
Education and Science.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order amends the scales and other provisions relating to the remuneration of teachers in primary and secondary schools maintained by local education authorities and of certain other persons employed by local education authorities as teachers in the provision of primary or secondary education, set out in a document published by Her Majesty's Stationery Office. The Order gives effect to recommendations agreed by the Committee constituted under the Remuneration of Teachers Act 1965 for the consideration of the remuneration of such teachers. The Order has retrospective effect from 1st January 1980 by virtue of section 7(3) of the Act.

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