

1986 No. 176

EDUCATION, ENGLAND AND WALES

**The Remuneration of Teachers (Further Education)
(Amendment) Order 1986**

Made - - - - - 3rd February 1986
Coming into Operation 18th February 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 of teachers paid by local education authorities who are employed in establishments of further education and to other teachers employed by such authorities for the purpose of their functions relating to further education (excluding teachers seconded to bodies which reimburse the employing authorities the amount of their salaries) (“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 (“further 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 further amending the 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 in Further 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:—

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

(2) This Order shall come into operation on 18th February 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 1st September 1985, in the manner specified in Schedule 3 to this Order and, with effect from 1st December 1985, in the manner specified in Schedule 4 to this Order.

SCHEDULE 1

Orders in force relating to the remuneration of teachers in further education

<i>Order</i>	<i>Reference</i>
The Remuneration of Teachers (Further Education) Order 1983	S.I. 1983/1464
The Remuneration of Teachers (Further Education) (Amendment) Order 1984	S.I. 1984/2043
The Remuneration of Teachers (Further Education) (Amendment) Order 1985	S.I. 1985/495
The Remuneration of Teachers (Further Education) (Amendment) (No. 2) Order 1985	S.I. 1985/1248

SCHEDULE 2

(Amendments effective from 1st April 1985)

1. In section 13 (Other Allowances)^(a) —
 - (a) in sub-section (1) for the sum of £465 there shall be substituted the sum of £489, and for the date 1 April 1984 there shall be substituted the date 1 April 1985;
 - (b) in sub-section (2) for the sum of £1323 there shall be substituted the sum of £1389, and for the words “Individual allowances payable on 31 March 1984 shall be increased by 4.6 per cent, rounded to the nearest multiple of £3, from 1 April 1984.” there shall be substituted the words “Individual allowances payable on 31 March 1985 shall be increased by 5 per cent, rounded to the nearest multiple of £3, from 1 April 1985.”;
 - (c) in sub-section (3) for the sums of £1338 and £2043 there shall be substituted the sums of £1404 and £2145 respectively, and for the words “Individual allowances payable on 31 March 1984 shall be increased by 4.6 per cent, rounded to the nearest multiple of £3, from 1 April 1984.” there shall be substituted the words “Individual allowances payable on 31 March 1985 shall be increased by 5 per cent, rounded to the nearest multiple of £3, from 1 April 1985.”;

^(a) Amended by S.I. 1984/2043.

(d) in sub-section (4) for the sums of £1176 and £936 there shall be substituted the sums of £1236 and £984 respectively, and for the words "Individual allowances payable on 31 March 1984 shall be increased by 4.6 per cent, rounded to the nearest multiple of £3, from 1 April 1984." there shall be substituted the words "Individual allowances payable on 31 March 1985 shall be increased by 5 per cent, rounded to the nearest multiple of £3, from 1 April 1985."

2. In Appendix IA (a)—

(a) in paragraph 1, for the date 1 April 1984 there shall be substituted the date 1 April 1985;

(b) in paragraph 2 for the table there set out there shall be substituted the following table—

2. Lecturer Grade I, Lecturer Grade II, Senior Lecturer, Principal Lecturer and Reader.

Incremental Point	Lecturer Grade I	Lecturer Grade II	Senior Lecturer	Principal Lecturer	Reader
	£	£	£	£	£
0	6,207	7,926	11,733	13,749	13,749
1	6,462	8,412	12,216	14,247	14,247
2	6,726	8,886	12,705	14,745	14,745
3	6,990	9,357	13,239	15,309	15,309
4	7,251	9,816	13,785	15,801	15,801
5	7,536	10,260	14,280	16,302	16,302
6	7,806	10,764	14,763	16,800	16,800
7	8,121	11,220	See (b)	17,289	17,289
8	8,439	11,733	and (d)	See (c)	
9	8,751	12,216	below	and (d)	
10	9,066	12,705		below	
11	9,372	See (a)			
12	9,675	and (d)			
13	9,972	below			
14	10,266				
15	11,037				

(c) in paragraph 2(c)(ii) for the date 31 March 1984 there shall be substituted the date 31 March 1985, for the percentage 4.6 there shall be substituted the percentage 5, and for the date 1 April 1984 there shall be substituted the date 1 April 1985;

(d) in paragraph 3 for the table there set out there shall be substituted the following table—

3. Heads of Department and academic posts above Reader

Incremental Point	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	11,448	13,149	14,376	15,540	16,902	18,267
1	11,844	13,563	14,799	15,999	17,361	18,735
2	12,240	13,986	15,204	16,476	17,838	19,200
3	12,639	14,400	15,633	16,938	18,297	19,659
4	13,035	14,820	16,047	17,406	18,771	20,130
	See (a)					See (b)
	below					below

(a) Amended by S.I. 1984/2043.

(e) in paragraph 4 for the table there set out there shall be substituted the following table—

4. Vice-Principals and Principals.

(i) The ranges referred to in Section 7 and Appendix IIA, Part V(B), paragraphs 4 and 8 are as follows—

Group	Ranges of Salaries for Vice-Principals		Ranges of Salaries for Principals	
	£	£	£	£
1	12,822	13,851	15,030	16,257
2	14,043	15,069	16,554	17,784
3	15,363	16,395	18,129	19,386
4	16,764	17,790	19,923	21,162
5	18,060	19,098	21,471	22,563
6	19,248	20,277	22,914	24,012
7	20,490	21,528	24,057	25,155
8	21,618	22,533	25,275	26,373
9	22,734	23,652	26,379	27,483
10	23,679	24,594	27,516	28,605
11	24,624	25,542	28,875	29,988
12	25,566	26,487	30,246	31,371

3. In Appendix IB (a)—

(a) in paragraph 1 for the date 1 April 1984 there shall be substituted the date 1 April 1985;

(b) in paragraph 2 for the table there set out there shall be substituted the following table—

2. Lecturer Grade IA and Lecturer Grade IB.

Incremental point	Lecturer Grade IA	Lecturer Grade IB
	£	£
0	6,207	6,969
1	6,462	7,233
2	6,726	7,497
3	6,990	7,755
4	7,251	8,028
5	7,536	8,307
6	7,806	8,577
7	8,121	8,892
8	8,439	9,201
9	8,751	9,522
10	9,066	9,834
11	9,372	10,140
12	9,675	10,446
13	9,972	10,785
14	10,266	11,085
15	11,037	11,517

(a) Amended by S.I. 1984/2043.

(c) in paragraph 3 for the table there set out there shall be substituted the following table—

3. Lecturer Grade II, Vice-Principal and Principal.

The scales of salaries for these teachers shall be determined by local education authorities from the following ranges—

Salary point	Lecturer Grade II	Vice-Principal	Principal
	£	£	£
0	10,800	11,877	15,252
1	11,163	12,231	15,612
2	11,517	12,591	15,984
3	11,877	13,065	16,404
4	12,231	13,422	16,893
5	12,591	13,785	17,319
6	12,957	14,151	17,730
7	13,422	14,517	18,159
8	13,785	14,883	18,576
9	14,151	15,252	18,999
10	14,517	15,612	19,416
11	(a)14,883	15,984	20,004
12	(a)15,252	16,404	20,424
13		16,893	20,856
14		17,319	21,285
15		17,730	21,714
16		18,159	
17		18,576	
	See (a) below	See (b) below	

4. In Appendix III (a)—

(a) There shall be added after paragraph 6 the following paragraph—

“6A. Where, but for a break in teaching service spent attending a course of study which the local education authority considers relevant to his employment, the salary of a teacher would fall to be determined under paragraph 9(2), 13A(4), 13B(2), 14(1)(b), 15(1)(b) or 18(2), the local education authority may determine his salary as though the appointment had been made directly after his former teaching service.”;

(b) in paragraphs 9(2), 13A(4), 13B(2), 14(1)(b), 15(1)(b) and 18(2) there shall be added after the word “appointed” the word “directly”;

(c) in paragraph 13B(1) for the sum £227 there shall be substituted the sum £237.

5. In Appendix IV (a) for the sums £12.70, £11.12, and £7.96 there shall be substituted the sums £13.35, £11.68 and £8.35 respectively.

SCHEDULE 3

(Amendments effective from 1st September 1985)

1. In Appendix IA there shall be added above sub-paragraph (a) of paragraph 2 the following sub-paragraphs—

“(aa) Subject to sub-paragraph (ab) below, from 1 September 1985 a Lecturer Grade I whose service on point 15 of that scale would qualify him for an increment under paragraph 1(3) of Appendix III shall transfer to point 7 of the Lecturer Grade II scale and thereafter receive the annual increments appropriate to that scale.

(a) Amended by S.I. 1984/2043.

(ab) A Lecturer Grade I who is in receipt of a responsibility allowance under section 13(1) of this document and who prior to 1 September 1985 is on the maximum of the Lecturer Grade I scale shall on that date transfer to point 8 of the Lecturer Grade II scale and thereafter receive the annual increments appropriate to that scale. Any Lecturer Grade I who transfers to the Lecturer Grade II scale under this sub-paragraph shall from the date on which he so transfers cease to be paid the responsibility allowance otherwise payable under section 13(1).”.

2. In Appendix IB—

(a) in paragraph 1 for the date 1 April 1985 there shall be substituted the date 1 September 1985;

(b) in paragraph 2 for the table there set out there shall be substituted the following table—

Incremental Point	Lecturer Grade IA £	Lecturer Grade IB £
0	6,207	6,969
1	6,462	7,233
2	6,726	7,497
3	6,990	7,755
4	7,251	8,028
5	7,536	8,307
6	7,806	8,577
7	8,121	8,892
8	8,439	9,201
9	8,751	9,522
10	9,066	9,834
11	9,372	10,140
12	9,675	10,446
13	9,972	10,785
14	10,266	11,085
15	(a)11,037	(b)11,517
16		11,877
17		12,231
18		12,591

(c) there shall be added below that table the following sub-paragraphs—

“(a) From 1 September 1985 a Lecturer Grade IA whose service on point 15 of that scale would qualify him for an increment under paragraph 1(3) of Appendix III shall transfer to point 14 of the Lecturer Grade IB scale and thereafter receive the annual increments appropriate to that scale.

(b) Any Lecturer Grade IB on point 15 of his scale who qualifies for an increment in accordance with Appendix III shall progress to the new point 16 of the Lecturer Grade IB scale and thereafter receive the annual increments appropriate to that scale.”.

(d) in paragraph 3—

(i) there shall be added against “Lecturer Grade II” where it appears in the heading to the column an asterisk;

(ii) for the figures in the column headed “Lecturer Grade II” there shall be substituted against the salary points 0–10 the following figures and letters—

11,517
11,877
12,231
12,591
12,957
13,422
13,785
14,151
14,517
(a)14,883
(a)15,252

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and “(a) £14,883” and “(a) £15,252” against points 11 and 12 shall be omitted.

(iii) after the table there set out there shall be added the following—

“(i) Subject to Notes (iii) and (iv) below, on 1 September 1985 Lecturers Grade II who would then have been on points 0 to 12 of the range applicable on 31 August 1985 (“the old range”) (disregarding any increment due on 1 September) shall be placed on points 0–10 of the range applicable on 1 September 1985 (“the new range”) as follows, and shall then receive any increment due on that date by reference to the new range.

Range to 31.8.85	Range from 1.9.85
0	0
1	0
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8
10	9
11	10
12	10

“(ii) On 1 September 1985 the 5 point scales which are applicable to Lecturers Grade II by virtue of Section 10(b) of this document shall be revised as follows—

<i>5 point scale to 31.8.85</i> (“The old scales”)	<i>5 point scale from 1.9.85</i> (“The new scales”)
0 – 4	0 – 4
1 – 5	0 – 4
2 – 6	0 – 4
3 – 7	1 – 5
4 – 8	2 – 6
5 – 9	3 – 7
6 – 10	4 – 8
7 – 11	5 – 9
8 – 12	6 – 10

“(iii) Those Lecturers Grade II who, on 31 August 1985, were on point 0 or 1 of the old range shall be placed on point 0 of the new range and shall not thereafter receive any further increment until 1 September 1986.

“(iv) Those Lecturers Grade II who, on 31 August 1985, were on point 4 or 5 respectively of the old scales 0–4 or 1–5 applicable by virtue of Section 10(b) of this document shall be placed on point 2 or 3 respectively of the new range and shall not thereafter receive any further increment until 1 September 1986.”;

(iv) in note (a) for the figures 10, 11 and 12 there shall be substituted the figures 8, 9 and 10 respectively.

3. In Appendix IIA, in paragraph 3(1) of Part I in the table there set out a double asterisk shall be added against “Lecturer Grade I” and “Lecturer Grade II” in each place where those expressions appear and there shall be added after the note marked with a single asterisk the following note—

“**Lecturers Grade I who have transferred to the Lecturer Grade II scale in accordance with paragraph 2(aa) or (ab) of Appendix IA shall continue to be regarded as Lecturers Grade I for the purposes of this paragraph unless subsequently appointed to a substantive Lecturer Grade II post.”

SCHEDULE 4

(Amendments effective from 1st December 1985)

1. In section 13—

- (a) in sub-section (1) for the sum of £489 there shall be substituted the sum of £498, and for the date 1 April 1985 there shall be substituted the date 1 December 1985;
- (b) in sub-section (2) for the sum of £1389 there shall be substituted the sum of £1416, and for the words “Individual allowances payable on 31 March 1985 shall be increased by 5 per cent rounded to the nearest multiple of £3 from 1 April 1985.” there shall be substituted the words “Individual allowances payable on 31 March 1985 shall be increased by 7 per cent, rounded to the nearest multiple of £3, from 1 December 1985.”;
- (c) in sub-section (3) for the sums of £1404 and £2145 there shall be substituted the sums of £1431 and £2187 respectively, and for the words “Individual allowances payable on 31 March 1985 shall be increased by 5 per cent, rounded to the nearest multiple of £3, from 1 April 1985.” there shall be substituted the words “Individual allowances payable on 31 March 1985 shall be increased by 7 per cent, rounded to the nearest multiple of £3, from 1 December 1985.”;
- (d) in sub-section (4) for the sums of £1236 and £984 there shall be substituted the sums of £1257 and £1002 respectively, and for the words “Individual allowances payable on 31 March 1985 shall be increased by 5 per cent, rounded to the nearest multiple of £3, from 1 April 1985.” there shall be substituted the words “Individual allowances payable on 31 March 1985 shall be increased by 7 per cent, rounded to the nearest multiple of £3, from 1 December 1985.”.

2. In Appendix IA—

- (a) in paragraph 1 for the date 1 April 1985 there shall be substituted the date 1 December 1985;
- (b) in paragraph 2 for the table there set out there shall be substituted the following table—

2. Lecturer Grade I, Lecturer Grade II, Senior Lecturer, Principal Lecturer and Reader.

Incremental Point	Lecturer Grade I	Lecturer Grade II	Senior Lecturer	Principal Lecturer	Reader
	£	£	£	£	£
0	6,324	8,076	11,958	14,013	14,013
1	6,585	8,571	12,447	14,520	14,520
2	6,852	9,054	12,945	15,027	15,027
3	7,122	9,534	13,491	15,600	15,600
4	7,389	10,002	14,046	16,101	16,101
5	7,677	10,455	14,550	16,611	16,611
6	7,953	10,968	15,045	17,118	17,118
7	8,274	11,433		17,619	17,619
8	8,601	11,958			
9	8,916	12,447			
10	9,237	12,945	See (b) and (d) below	See (c) and (d) below	
11	9,549				
12	9,858	See (a) and (d) below			
13	10,164				
14	10,461				
15	11,247				
	See (aa) and (ab) below				

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(c) in paragraph 2(c)(ii) for the percentage 5 there shall be substituted the percentage 7, and for the date 1 April 1985 there shall be substituted the date 1 December 1985;

(d) in paragraph 3 for the table there set out there shall be substituted the following table—

3. Heads of Department and academic posts above Reader

Incremental Point	Grade					
	I	II	III	IV	V	VI
	£	£	£	£	£	£
0	11,664	13,398	14,649	15,834	17,226	18,615
1	12,069	13,821	15,081	16,305	17,691	19,092
2	12,474	14,253	15,495	16,788	18,177	19,566
3	12,879	14,673	15,930	17,259	18,648	20,034
4	13,284	15,102	16,353	17,739	19,128	20,511
	See (a) below					See (b) below

(e) in paragraph 4 for the table there set out there shall be substituted the following table—

4. Vice-Principals and Principals

(i) The ranges referred to in Section 7 and Appendix IIA, Part V(B), paragraphs 4 and 8 are as follows—

Group	Ranges of Salaries for Vice-Principals		Ranges of Salaries for Principals	
	£	£	£	£
1	13,065	14,115	15,315	16,566
2	14,310	15,357	16,869	18,123
3	15,654	16,707	18,474	19,755
4	17,085	18,129	20,304	21,564
5	18,402	19,461	21,879	22,992
6	19,614	20,664	23,349	24,471
7	20,880	21,936	24,516	25,635
8	22,029	22,962	25,758	26,874
9	23,166	24,105	26,880	28,008
10	24,129	25,065	28,038	29,151
11	25,092	26,031	29,427	30,558
12	26,052	26,994	30,822	31,968

3. In Appendix IB—

(a) in paragraph 1 for the date 1 April 1985 there shall be substituted the date 1 December 1985;

(b) in paragraph 2 for the table there set out there shall be substituted the following table—

2. Lecturer Grade IA and Lecturer Grade IB.

Incremental Point	Lecturer Grade IA	Lecturer Grade IB
	£	£
0	6,324	7,101
1	6,585	7,371
2	6,852	7,641
3	7,122	7,902
4	7,389	8,181
5	7,677	8,466
6	7,953	8,742
7	8,274	9,063
8	8,601	9,375
9	8,916	9,705
10	9,237	10,023
11	9,549	10,332
12	9,858	10,644
13	10,164	10,992
14	10,461	11,295
15	(a) 11,247	(b) 11,736
16		12,102
17		12,465
18		12,831

(c) in paragraph 3 for the table there set out there shall be substituted the following table—

3. Lecturer Grade II, Vice-Principal and Principal.

The scales of salaries for these teachers shall be determined by local education authorities from the following ranges—

Salary Point	Lecturer Grade II	Vice-Principal	Principal
	£	£	£
0	11,736	12,102	15,543
1	12,102	12,465	15,909
2	12,465	12,831	16,287
3	12,831	13,314	16,719
4	13,203	13,677	17,214
5	13,677	14,046	17,649
6	14,046	14,418	18,069
7	14,418	14,796	18,507
8	14,796	15,168	18,930
9	(a) 15,168	15,543	19,359
10	(a) 15,543	15,909	19,785
11		16,287	20,385
12		16,719	20,814
13		17,214	21,252
14		17,649	21,690
15		18,069	22,128
16		18,507	
17		18,930	
	See (a) below	See (b) below	

4. In Appendix III, in paragraph 13B(1) for the sum of £237 there shall be substituted the sum of £243.

5. In Appendix IV for the sums £13.35, £11.68 and £8.35 there shall be substituted the sums £13.60, £11.90 and £8.52 respectively.

Keith Joseph,
Secretary of State for
Education and Science.

3rd February 1986.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order amends, with effect from 1st April 1985 (*Schedule 2*), 1st September 1985 (*Schedule 3*) and 1st December 1985 (*Schedule 4*), the provisions contained in the document setting out the scales and other provisions for determining the remuneration of teachers employed in further education establishments who are paid by local education authorities and of other further education teachers employed by such authorities. This document, entitled "Scales of Salaries for Teachers in Further Education, England and Wales 1983" may be obtained from Government Bookshops or through booksellers. The Order gives effect to recommendations made by the appropriate Burnham Committee under section 2 of the Remuneration of Teachers Act 1965. The main amendments are, with effect from 1st April 1985, an increase of 5% on scales and allowances (*Schedule 2*); with effect from 1st September 1985, provision for automatic progression (where they are at the top of their scale and would qualify for an increment under Appendix III) of Lecturer Grade I and Grade IA to Lecturer Grade II and Grade IB respectively, and for shortening the Lecturer Grade II (Agriculture and Horticulture) range (*Schedule 3*); and, with effect from 1st December 1985, a further increase of 2% on 31st March 1985 scales and allowances (*Schedule 4*).

The retrospective effect of the Order is authorised by section 7(3) of that Act.

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