
STATUTORY INSTRUMENTS

1996 No. 1003

EDUCATION, ENGLAND AND WALES

**The Education (School Teachers'
Pay and Conditions) Order 1996**

<i>Made</i>	- - - -	<i>1st April 1996</i>
<i>Laid before Parliament</i>		<i>2nd April 1996</i>
<i>Coming into force</i>	- -	<i>25th April 1996</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 her 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 1996 and shall come into force on 25th April 1996.

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 1995⁽²⁾ shall be amended with effect from 1st April 1996 as follows:

- (a) for paragraph 4.1 substitute—

(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 270914 1; the Document was given effect by the Education (School Teachers' Pay and Conditions) (No. 2) Order 1995 (S.I. 1995/1743).

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4.1(a) During the period 1st April 1996 to 30th November 1996 a head teacher or deputy head teacher shall be paid such salary based on the pay spine A set out in paragraph 4.3 as the relevant body shall determine in accordance with paragraph 4.4.

4.1(b) From 1st December 1996 a head teacher or deputy head teacher shall be paid such salary based on the pay spine B set out in paragraph 4.3 as the relevant body shall determine in accordance with paragraph 4.4.”;

(b) the following tables shall be substituted for the table in paragraph 4.3—

“Pay Spine A—1st April 1996 to 30th November 1996

Spine point	Annual salary £
1	24,327
2	24,726
3	25,125
4	25,524
5	25,923
6	26,319
7	26,721
8	27,114
9	27,522
10	27,918
11	28,314
12	28,713
13	29,109
14	29,514
15	29,910
16	30,306
17	30,705
18	31,110
19	31,506
20	31,905
21	32,439
22	32,964
23	33,498
24	34,032
25	34,563
26	35,091
27	35,625

Spine point	Annual salary £
28	36,159
29	36,690
30	37,359
31	38,019
32	38,682
33	39,348
34	40,017
35	40,680
36	41,346
37	42,009
38	42,939
39	43,866
40	44,802
41	45,729
42	46,656
43	47,595
44	48,522
45	49,449
46	50,382
47	51,315
48	52,245
49	53,175
50	54,102
51	55,032

Pay Spine B—From 1st December 1996

Spine point	Annual salary £
1	24,564
2	24,966
3	25,371
4	25,773
5	26,175
6	26,574
7	26,982
8	27,378

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Spine point	Annual salary £
9	27,789
10	28,191
11	28,587
12	28,992
13	29,391
14	29,802
15	30,201
16	30,603
17	31,005
18	31,410
19	31,812
20	32,214
21	32,757
22	33,285
23	33,825
24	34,362
25	34,899
26	35,433
27	35,970
28	36,510
29	37,047
30	37,725
31	38,391
32	39,060
33	39,732
34	40,407
35	41,076
36	41,748
37	42,417
38	43,356
39	44,295
40	45,237
41	46,173
42	47,112

Spine point	Annual salary £
43	48,057
44	48,993
45	49,932
46	50,874
47	51,813
48	52,755
49	53,694
50	54,627
51	55,566”;

(c) in paragraph 4.4.2 for “following table” substitute “appropriate table set out below”;

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

“Period 1st April 1996 to 30th November 1996

Group	Head teachers Spine point	Range£
1	3–15	25,125–29,910
2 1(S)	8–22	27,114–32,964
3 2(S)	15–29	29,910–36,690
4 3(S)	23–37	33,498–42,009
5 4(S)	31–44	38,019–48,522
6	38–51	42,939–55,032

Group	Deputy head teachers Spine point	Range £
1	1–8	24,327–27,114
2 1(S)	2–10	24,726–27,918
3 2(S)	4–13	25,524–29,109
4 3(S)	8–20	27,114–31,905
5 4(S)	15–26	29,910–35,091
6	22–34	32,964–40,017

From 1st December 1996

Group	Head teachers Spine point	Range£
1	3–15	25,371–30,201
2 1(S)	8–22	27,378–33,285
3 2(S)	15–29	30,201–37,047
4 3(S)	23–37	33,825–42,417

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Group	Head teachers Spine point	Range£
5 4(S)	31–44	38,391–48,993
6	38–51	43,356–55,566

Group	Deputy head teachers Spine point	Range £
1	1–8	24,564–27,378
2 1(S)	2–10	24,966–28,191
3 2(S)	4–13	25,773–29,391
4 3(S)	8–20	27,378–32,214
5 4(S)	15–26	30,201–35,433
6	22–34	33,285–40,407”;

(e) for paragraph 9.1 substitute—

“**9.1(a)** During the period 1st April 1996 to 30th November 1996 a classroom teacher shall be paid such salary based on the pay spine A set out in paragraph 9.2 as the relevant body shall determine in accordance with paragraphs 9.3 and 19.1 (unqualified teacher becoming qualified).

9.1(b) From 1st December 1996 a classroom teacher shall be paid such salary based on the pay spine B set out in paragraph 9.2 as the relevant body shall determine in accordance with paragraphs 9.3 and 19.1 (unqualified teacher becoming qualified).”;

(f) the following tables shall be substituted for the table in paragraph 9.2—

“Pay Spine A—1st April 1996 to 30th November 1996

Spine point	Annual salary £
0	12,342
1	13,083
2	13,866
3	14,622
4	15,414
5	16,335
6	17,316
7	18,357
8	19,458
9	20,700
10	21,981
11	23,289
12	25,146
13	26,823

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Spine point	Annual salary £
14	28,965
15	30,267
16	31,632
17	33,054

Pay Spine B—From 1st December 1996

Spine point	Annual salary £
0	12,462
1	13,209
2	14,001
3	14,763
4	15,564
5	16,494
6	17,487
7	18,534
8	19,647
9	20,901
10	22,194
11	23,514
12	25,392
13	27,084
14	29,247
15	30,561
16	31,941
17	33,375”

(g) for paragraph 15.1 substitute—

“**15.1(a)** During the period 1st April 1996 to 30th November 1996 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 15.6 and 17:

Period 1st April 1996 to 30th November 1996

Scale point	Annual salary £
1	10,380
2	10,842
3	11,298

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Scale point	Annual salary £
4	11,763
5	12,234
6	12,696
7	13,161
8	14,250
9	15,480
10	16,410

15.1(b) From 1st December 1996 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 15.6 and 17:

From 1st December 1996

Scale point	Annual salary £
1	10,479
2	10,947
3	11,406
4	11,877
5	12,354
6	12,819
7	13,290
8	14,388
9	15,630
10	16,572”;

(h) for paragraph 21.1 substitute—

“**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, £2,004 per annum until 30th November 1996 and £2,022 per annum on or after 1st December 1996;
- (b) if he is serving in the Outer London Area, £1,317 per annum until 30th November 1996 and £1,329 per annum on or after 1st December 1996;
- (c) if he is serving in the Fringe Area, £513 per annum until 30th November 1996 and £516 per annum on or after 1st December 1996.”.

1st April 1996

Gillian Shephard
Secretary of State for Education and
Employment

EXPLANATORY NOTE

(This note is not part of the Order)

This Order amends the School Teachers' Pay and Conditions Document 1995 (“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 1996 to 30th November 1996 and the second as from 1st December 1996.

The Document is published by Her Majesty’s Stationery Office and is obtainable from Government book shops 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.