

1984 No. 2043

EDUCATION, ENGLAND AND WALES

**The Remuneration of Teachers (Further Education)
(Amendment) Order 1984***Made* - - - - - 28th December 1984*Coming into Operation* 31st December 1984

WHEREAS—

(1) in pursuance of section 3(1) of the Remuneration of Teachers Act 1965(a) (“the Act”) certain matters in respect of which agreement had not been reached in the Committee constituted under section 1 of the Act for the purpose of considering the remuneration payable to 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”) were referred to arbitration, and in pursuance of section 4(1) of the Act the recommendations of the arbitrators with respect to those matters have been transmitted to the Secretary of State;

(2) there is in force an Order made under section 2(4) of the Act with respect to the remuneration of the teachers in question, namely the Remuneration of Teachers (Further Education) Order 1983(b);

(3) it appears to the Secretary of State that effect can most conveniently be given to the recommendations of the arbitrators by amending the scales and other provisions set out in the document referred to in the said Order, namely the document published by Her Majesty’s Stationery Office on 7th October 1983 entitled “Scales of Salaries for Teachers in Further Education, England and Wales 1983”(c) (“the 1983 Document”);

(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 arbitrators; 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:

(a) 1965 c. 3.

(b) S.I. 1983/1464.

(c) ISBN 0 11 270467 0.

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 1984.

(2) This Order shall come into operation on 31st December 1984 and shall have effect as from 1st April 1984.

2. The Scales and other provisions contained in the 1983 Document are hereby amended, with effect from 1st April 1984, in the manner specified in the Schedule to this Order.

SCHEDULE

AMENDMENTS EFFECTIVE FROM 1ST APRIL 1984

1. In section 13—

- (a) in sub-section (1) for the sum of £444 there shall be substituted the sum of £465 and for the date 1 April 1983 there shall be substituted the date 1 April 1984.
- (b) in sub-section (2) for the sum of £1266 there shall be substituted the sum of £1323 and for the words “Individual allowances payable on 31 March 1983 shall be increased by 4.5 per cent, rounded to the nearest multiple of £3, from 1 April 1983” shall be substituted 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.”;
- (c) in sub-section (3) for the sums of £1278 and £1953 there shall be substituted the sums of £1338 and £2043 respectively and for the words “Individual allowances payable on 31 March 1983 shall be increased by 4.5 per cent, rounded to the nearest multiple of £3, from 1 April 1983.” shall be substituted 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.”;
- (d) in sub-section (4) for the sums of £1125 and £894 there shall be substituted the sums of £1176 and £936 respectively, and for the words “Individual allowances payable on 31 March 1983 shall be increased by 4.5 per cent, rounded to the nearest multiple of £3, from 1 April 1983.” there shall be substituted 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.”

2. In Appendix IA—

(a) in paragraph 1, for the date 1 April 1983 there shall be substituted the date 1 April 1984.

(b) In paragraph 2 for the table there set out 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	5,910	7,548	11,175	13,095	13,095
1	6,153	8,010	11,634	13,569	13,569
2	6,405	8,463	12,099	14,043	14,043
3	6,657	8,910	12,609	14,580	14,580
4	6,906	9,348	13,128	15,048	15,048
5	7,176	9,771	13,599	15,525	15,525
6	7,434	10,251	14,061	15,999	15,999
7	7,734	10,686		16,467	16,467
8	8,037	11,175	See (b)	See (c)	
9	8,334	11,634	and (d)	and (d)	
10	8,634	12,099	below	below	
11	8,925				
12	9,213	See (a)			
13	9,498	and (d)			
14	9,777	below			
15	10,512				

(c) In paragraph 2(c)(ii) for the date 31 March 1983 shall be substituted the date 31 March 1984 and for the percentage 4.5 per cent shall be substituted the percentage 4.6 per cent and for the date 1 April 1983 shall be substituted the date 1 April 1984.

(d) In paragraph 3, for the table there set out 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	10,902	12,522	13,692	14,799	16,098	17,397
1	11,280	12,918	14,094	15,237	16,533	17,844
2	11,658	13,320	14,481	15,690	16,989	18,285
3	12,036	13,713	14,889	16,131	17,427	18,723
4	12,414	14,115	15,282	16,578	17,877	19,170
	See (a)					See (b)
	below					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	12,210	13,191	14,313	15,483
2	13,374	14,352	15,765	16,938
3	14,631	15,615	17,265	18,462
4	15,966	16,944	18,975	20,154
5	17,199	18,189	20,448	21,489
6	18,330	19,311	21,822	22,869
7	19,515	20,502	22,911	23,958
8	20,589	21,459	24,072	25,116
9	21,651	22,527	25,122	26,175
10	22,551	23,424	26,205	27,243
11	23,451	24,327	27,501	28,560
12	24,348	25,227	28,806	29,877

3. In Appendix IB—

(a) In paragraph 1 for the date 1 April 1983 shall be substituted the date 1 April 1984.

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

2. Lecturer Grade IA and Lecturer Grade IB.

Incremental point	Lecturer Grade IA	Lecturer Grade IB
	£	£
0	5,910	6,636
1	6,153	6,888
2	6,405	7,140
3	6,657	7,386
4	6,906	7,647
5	7,176	7,911
6	7,434	8,169
7	7,734	8,469
8	8,037	8,763
9	8,334	9,069
10	8,634	9,366
11	8,925	9,657
12	9,213	9,948
13	9,498	10,272
14	9,777	10,557
15	10,512	10,968

(c) In paragraph 3 for the table there set out 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	10,287	11,310	14,526
1	10,632	11,649	14,868
2	10,968	11,991	15,222
3	11,310	12,444	15,624
4	11,649	12,783	16,089
5	11,991	13,128	16,494
6	12,339	13,476	16,887
7	12,783	13,827	17,295
8	13,128	14,175	17,691
9	13,476	14,526	18,093
10	13,827	14,868	18,492
11	(a) 14,175	15,222	19,050
12	(a) 14,526	15,624	19,452
13		16,089	19,863
14		16,494	20,271
15		16,887	20,679
16		17,295	
17		17,691	
	See (a) below	See (b) below	

4. In Appendix III—

(a) For paragraph 6 there shall be substituted the following paragraph—

“6. (1) In paragraphs 9, 13A, 13B, 14, 15 and 18 of this Appendix incremental credit to be calculated in accordance with this paragraph shall be calculated as follows:—

- (a) Where the point payable on the relevant former scale is below the minimum point on the relevant new scale, $1\frac{1}{2}$ times the difference between that minimum point and the next point above rounded up in accordance with sub-paragraph (2).
- (b) Where the point payable on the relevant former scale coincides with a point on the relevant new scale, $1\frac{1}{2}$ times the difference between that latter point and the next point above rounded up in accordance with sub-paragraph (2).
- (c) Where the point payable on the relevant former scale falls between two points on the relevant new scale, $1\frac{1}{2}$ times the difference between those two points rounded up in accordance with sub-paragraph (2).

- (2) Incremental credit in all calculations under this paragraph or under paragraphs 7 to 17 inclusive and 19(b) of this Appendix shall unless they result in an exact incremental point, be rounded up to the minimum incremental point or to the next higher incremental point on the appropriate scale.”.
- (b) In paragraph 9(2) there shall be substituted for the words “equal to $1\frac{1}{2}$ increments on the Lecturer Grade I or Grade IA scale” the words “by way of incremental credit calculated in accordance with paragraph 6 of this Appendix”.
- (c) In paragraph 13A(4) for the words “equal to $1\frac{1}{2}$ increments on the new scale,” there shall be substituted the words “by way of incremental credit calculated in accordance with paragraph 6 of this Appendix,”.
- (d) In paragraph 13B(1) for the sum of £217 shall be substituted the sum of £227.
- (e) In paragraph 13B(2) for the words “equal to $1\frac{1}{2}$ increments on the new scale” the words “by way of incremental credit calculated in accordance with paragraph 6 of this Appendix”.
- (f) For paragraph 14 there shall be substituted the following paragraph:—
“14. A Senior Lecturer appointed in that capacity on or after 1 April 1984 shall enter the appropriate scale—
(1) either
(a) at the minimum to which shall be added incremental credit up to and including point 4 in respect of time spent as a Senior Lecturer to whom the Further Education Salaries Documents under the Remuneration of Teachers Act 1965(a) or a Pelham Report applied, or in other educational service or commercial, professional or research work which in the opinion of the local education authority should be regarded as equivalent to service as a Senior Lecturer, or
(b) where the Senior Lecturer is appointed after teaching service to which this document or the corresponding document relating to teachers at maintained schools(b) applies, at the salary payable in the former post (excluding any “London Area” allowance) plus (except where the salary scale applicable to his former post had the same or a higher maximum) an additional sum by way of incremental credit calculated in accordance with paragraph 6 of this Appendix but so that no such addition shall cause his salary to exceed point 4 on the scale
whichever, except where sub-paragraph (3) below applies, is the higher.
(2) Except where sub-paragraph (3) below applies, where the Senior Lecturer is appointed after service other than teaching service to which this document or the corresponding document relating to teachers at maintained schools applies, and the salary calculated under sub-paragraph (1)(a) above is considered by the local education authority to be inadequate, at such point up to and including point 4, as the local education authority deem appropriate having regard to the entitlement of former teachers under sub-paragraph (1)(b) above.

- (3) Where the salary corresponding to point 4 on the Senior Lecturer scale is less than the teacher's former salary (excluding any "London Area" allowance) in the post he held immediately before appointment and he is entitled, under the provisions of Appendix IA of this document to proceed beyond point 4 of the Senior Lecturer scale, at such incremental point above the said former salary as the local education authority deem appropriate."
- (g) For paragraph 15 there shall be substituted the following paragraph:—
 "15. A Principal Lecturer appointed in that capacity on or after 1 April 1984 shall enter the appropriate scale—
- (1) either
 - (a) at the minimum to which shall be added incremental credit up to and including point 3 in respect of time spent as a Principal Lecturer to whom the Further Education Salaries Documents under the Remuneration of Teachers Act or a Pelham Report applied, or in other educational service or commercial, professional or research work which in the opinion of the local education authority should be regarded as equivalent to service as a Principal Lecturer, or
 - (b) where the Principal Lecturer is appointed after teaching service to which this document or the corresponding document relating to teachers at maintained schools applies, at the salary payable in the former post (excluding any "London Area" allowance) plus (except where the salary scale applicable to his former post had the same or a higher maximum) an additional sum by way of incremental credit calculated in accordance with paragraph 6 of this Appendix but so that no such addition shall cause his salary to exceed point 3 on the scale

whichever, except where sub-paragraph (3) below applies, is the higher.
 - (2) Except where sub-paragraph (3) below applies, where the Principal Lecturer is appointed after service other than teaching service to which this document or the corresponding document relating to teachers at maintained schools applies, and the salary calculated under sub-paragraph (1)(a) above is considered by the local education authority to be inadequate, at such point up to and including point 3 as the local education authority deem appropriate having regard to the entitlement of former teachers under sub-paragraph (1)(b) above.
 - (3) Where the salary corresponding to point 3 on the Principal Lecturer scale is less than the teacher's former salary (excluding any "London Area" allowance) in the post he held immediately before appointment and he is entitled, under the provisions of Appendix IA of this document to proceed beyond point 3 of the Principal Lecturer scale, at such incremental point above the said former salary as the local education authority deem appropriate."
- (h) In paragraph 18(2) for the words "equivalent to $1\frac{1}{2}$ increments on the appropriate Head of Department scale" shall be substituted the words "by way of incremental credit calculated in accordance with paragraph 6 of this Appendix".

5. In Appendix III Annex B—
- (a) For paragraph 1 thereof there shall be substituted the following paragraph:—
- “1.(i) A course leading to the degree of Bachelor of Education, the Certificate in Education, the Post-graduate Certificate in Education or a comparable academic award of a university in the United Kingdom or of some other institution and validated by the Council for National Academic Awards provided that such course is approved as a course for the initial training of teachers in schools by the Secretary of State for Education and Science for the purposes of paragraph 2(a) of Schedule 5 to the Education (Teachers) Regulations 1982(a).
- (ii) A course leading to a Certificate of Education (Further Education) validated by the Council for National Academic Awards”.
- (b) Paragraphs 5 and 6 shall be deleted.
6. In Appendix IV for the sums £12.15, £10.63 and £7.58 there shall be substituted the sums of £12.70, £11.12 and £7.96 respectively.
7. In Appendix V, paragraph 2, for the words “Where a Lecturer Grade I, Lecturer Grade II, Senior Lecturer or Principal Lecturer employed in teaching on a course of teacher training is seconded to a school for the purpose of research or of refreshing his experience of school teaching or is seconded to any other occupation approved by the seconding authority,” there shall be substituted the words “Where, for the purposes of their functions relating to further education, a local education authority seconds a Lecturer Grade I, Lecturer Grade II, Senior Lecturer or Principal Lecturer employed in teaching on a course of teacher training to a school or to any other occupation”.

Keith Joseph,

Secretary of State for Education and Science.

28th December 1984.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order amends with effect from 1st April 1984, 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 Establishments for Further Education, England and Wales 1983” may be obtained from Government Bookshops or through booksellers. The Order gives effect to the recommendations of the arbitrators appointed under section 3 of the Remuneration of Teachers Act 1965. The retrospective effect of the Order is authorised by section 7(3) of that Act.

(a) S.I. 1982/106.

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