

1982 No. 1302 (S. 156)

EDUCATION, SCOTLAND

The Teachers' Superannuation (Notional Salaries) (Scotland) Regulations 1982

<i>Made</i>	- - - -	<i>8th September 1982</i>
<i>Laid before Parliament</i>		<i>24th September 1982</i>
<i>Coming into Operation</i>		<i>15th October 1982</i>

In exercise of the powers conferred on me by sections 9 and 12 of the Superannuation Act 1972(a) and of all other powers enabling me in that behalf, after consulting with representatives of education authorities and of teachers and with such representatives of other persons likely to be affected as appear to me to be appropriate in accordance with section 9(5) of the said Act and with the consent of the Treasury(b), I hereby make the following regulations:—

Citation, commencement and interpretation

1. These regulations may be cited as the Teachers' Superannuation (Notional Salaries) (Scotland) Regulations 1982, shall come into operation on 15th October 1982 and shall have effect—

- (a) for the purposes of regulations 8 and 9 thereof, as from that date;
- (b) for all other purposes, as from 1st April 1979.

2.—(1) In these regulations—

- (a) "the principal regulations" means the Teachers' Superannuation (Scotland) Regulations 1977(c);
- (b) the Scottish Teachers Salaries Memorandum 1978 is a reference to the document published by Her Majesty's Stationery Office on 14th December 1978 under that title.

(2) These regulations shall be construed as one with the principal regulations.

3.—(1) This regulation shall apply to a teacher employed in reckonable service at any time during the period beginning 1st April 1979 and ending immediately before 1st September 1980 being—

(a) 1972 c.11.

(b) The function was transferred to the Treasury by S.I. 1981/1670.

(c) S.I. 1977/1360; the relevant amending instrument is S.I. 1980/344.

- (a) a teacher paid by an education authority during that period in pursuance of section 5 of the Remuneration of Teachers (Scotland) Act 1967(a), or
 - (b) a teacher in Crown service whose remuneration fell to be determined during that period by reference to the Scottish Teachers Salaries Memorandum 1978, as amended by the Remuneration of Teachers (Scotland) Amendment Order 1979(b), or
 - (c) any other teacher whose remuneration, by contract, fell to be so determined.
- (2) In the case of such a teacher the hypotheses referred to in these regulations shall be that the Scottish Teachers Salaries Memorandum 1978 had been amended—
- (a) as respects the period beginning 1st April 1979 and ending immediately before 1st April 1980, as provided in Part I of the Schedule hereto, and
 - (b) as respects the period beginning 1st April 1980 and ending immediately before 1st September 1980, as provided in Part II of that Schedule.

4.—(1) This regulation shall apply to a teacher to whom regulation 3 does not apply employed in reckonable service at any time during the period beginning with 1st April 1979 and ending immediately before 1st September 1980 in relation to whom the Secretary of State is satisfied that—

- (a) there has been a collective agreement to make an award in respect of remuneration or otherwise, and
 - (b) that scales of remuneration specified in such an agreement would have been appropriate as at a date not earlier than 1st April 1979 (“the first relevant date”), and
 - (c) those scales only became fully operative (with or without a further increase therein) on a subsequent date not later than 1st September 1980 (“the second relevant date”).
- (2) In the case of such a teacher the hypotheses referred to in these regulations shall be that the teacher’s remuneration in respect of any period beginning on or after the first relevant date and ending before the second relevant date is deemed to be that which he would have received had he then enjoyed the benefits of, subject to paragraph (3), the scales of remuneration specified in such a collective agreement.

(3) Where the Secretary of State, having been satisfied as mentioned in paragraph (1), is further satisfied that—

- (a) it has been recognised as mentioned in paragraph (1)(a) that more favourable specified scales of remuneration would have been appropriate as at a date falling between the above-mentioned first and second relevant dates, but

(a) 1967 c. 36.
(b) 1979/1756.

- (b) those scales only became operative as mentioned in paragraph (1)(b) on or after the second relevant date,

then, as respects any period beginning on or after the date first mentioned in this paragraph and ending before the second relevant date, paragraph (2) shall have effect as if the reference therein to the specified scales of remuneration were a reference to those more favourable scales.

(4) This regulation shall apply in the case of a teacher not on an incremental scale of remuneration as though for any reference to scales of remuneration there were substituted a reference to a rate of remuneration.

5. For the purposes of these regulations, the Secretary of State shall be entitled to rely upon a certificate given by an employer during any period beginning on or after 1st April 1979 and ending before 1st September 1980 as to whether or not he is a teacher to whom regulation 3 applies by virtue of paragraph (1)(c) thereof or a teacher to whom regulation 4 applies and as to the remuneration which he would have received on the hypotheses set out in regulation 3 or, as the case may be, regulation 4.

6.—(1) Where for the purposes of determining under the principal regulations the amount of any benefit or transfer value payable in the case of a teacher to whom regulation 3 or 4 applies by reference (directly or indirectly) to his salary or pensionable salary, account falls to be taken of sums payable to the teacher in respect of employment in reckonable service in a period beginning on or after 1st April 1979 and ending before 1st September 1980 account shall instead be taken of the sums which would have been so payable on the hypotheses set out in regulation 3 or, as the case may be, regulation 4.

(2) Where paragraph (1) applies for the purpose of determining the amount of any benefit then, in relation to that benefit, section 8(2) of the Pensions (Increase) Act 1971(a) shall have effect as if the sums last mentioned in paragraph (1) were the teacher's emoluments for the period in question.

(3) Notwithstanding anything in paragraph (1), that paragraph shall not affect the calculation of a teacher's salary of reference for the purposes of regulation 60 of the principal regulations (abatement of annual pension).

7.—(1) This regulation shall apply to a teacher—

- (a) in whose case the Secretary of State is of the opinion that, if he had not ceased to be employed in reckonable service, regulation 3 or 4 would have applied to him, and
- (b) who has paid contributions in accordance with regulation 28 of the principal regulations (contributions for current added years) in respect of a period beginning on or after 1st April 1979 and ending before 1st September 1980.

(2) In the case of such a teacher regulation 8(2)(a) of the principal regulations (pensionable salary) shall have effect as if the salary there referred to were, as respects such a period, what it would have been if it had been determined for the purposes of regulation 28 of the principal regulations on the hypotheses set out in regulation 3 or, as the case may be, regulation 4.

(a) 1971 c. 56.

8.—(1) This regulation shall apply to a teacher—

- (a) who became employed in reckonable service as a teacher to whom regulation 3 or 4 applies on or after 1st April 1979 but before 1st September 1980;
- (b) in whose case the Secretary of State receives a transfer value in pursuance of an election made on or after 15th October 1982 by the teacher for the purposes of regulation 73 of the principal regulations (receipt of transfer values), and
- (c) in whose case paragraph 7(c) of Part II of Schedule 10 to the principal regulations (reckoning of service where a transfer value is received and the teacher's former superannuation scheme was not a statutory one and is not treated as such) applies for the purposes of calculating the reckonable service with which he is to be credited.

(2) Where under the said paragraph 7(c) account falls to be taken of the teacher's full salary at the rate payable to him on the day on which he became employed in reckonable service, account shall instead be taken of the full salary which would have been so payable on the hypotheses set out in regulation 3 or, as the case may be, regulation 4.

9.—(1) Save as provided in paragraph (2), in paragraph 7(b)(i) of Part II of Schedule 10 to the principal regulations (reckoning of service where a transfer value is received and the teacher's former superannuation scheme was a statutory one or is treated as such) for the words "as the salary payable to him, on the last day on which he was a member of that scheme; and" there shall be substituted the words "as the salary (whether actual or notional) by reference to which (directly or indirectly) the transfer value paid to the Secretary of State was calculated; and".

(2) The said paragraph 7(b)(i) shall have effect as if this regulation had not been made where the transfer value is received by the Secretary of State in pursuance of an election made before 15th October 1982 by the teacher for the purposes of regulation 73 of the principal regulations.

George Younger,
One of Her Majesty's Principal
Secretaries of State.

New St Andrew's House,
Edinburgh.
24th August 1982.

We consent,

Geoffrey Howe,
Robert Boscawen,
Two of the Lords Commissioners
of Her Majesty's Treasury.

8th September 1982.

Regulation 3

SCHEDULE

HYPOTHETICAL AMENDMENTS TO THE SCOTTISH TEACHERS SALARIES

MEMORANDUM 1978

PART I

1ST APRIL 1979 TO 31ST MARCH 1980

1. In Part III there shall be substituted—

- | | | | |
|-----|--|---------|--------|
| (a) | for the sum mentioned in paragraph 12(1) | the sum | “£153” |
| (b) | for the sum mentioned in paragraph 12(2) | „ | “£345” |
| (c) | for the sum mentioned in paragraph 12(3) | „ | “£264” |
| (d) | for the sum mentioned in paragraph 12(4) | „ | “£414” |
| (e) | for the sum mentioned in paragraph 13(1) | „ | “£168” |
| (f) | for the sum mentioned in paragraph 13(2) | „ | “£264” |
| (g) | for the sum mentioned in paragraph 13(3) | „ | “£414” |
| (h) | for the sum mentioned in paragraph 14(1) | „ | “£168” |
| (i) | for the sum mentioned in paragraph 14(2) | „ | “£189” |
| (j) | for the sum mentioned in paragraph 14(3) | „ | “£189” |
| (k) | for the sum mentioned in paragraph 15(1) | „ | “£210” |
| (l) | for the sum mentioned in paragraph 15(2) | „ | “£276” |

2. In Part VI there shall be substituted—

- | | | | |
|-----|---|---------|--------|
| (a) | for the sum mentioned in paragraph 26(2)(a) | the sum | “£189” |
| (b) | for the sum mentioned in paragraph 26(2)(b) | „ | “£345” |

3. For Appendix 1 there shall be substituted the following Appendix—

“APPENDIX 1
(Reference Paragraph 5)

PART A

BASIC SALARY SCALES

1. School Education

Scale Point	Scale 1 (Secondary and Special) £	Scale 2 (Primary) £
1	4,323	4,215
2	4,425(a)(i)	4,350(c)
3	4,599(a)(ii)	4,506
4	4,791	4,674
5	4,992	4,845
6	5,184	5,019
7	5,388	5,196
8	5,613	5,370
9	5,928	5,559
10	6,243	5,748
11	6,585	5,946
12	6,903(b)	6,243
13		6,543

NOTES

- (a)(i) On appointment to Scale 1 the minimum placing for Ordinary graduates* and holders of Diploma of Art* shall be at point 2.
- (a)(ii) On appointment to Scale 1 the minimum placing for Honours graduates* shall be at point 3.
- (b) Only those teachers who are Honours graduates* may progress to the maximum of Scale 1.
- (c) On appointment to Scale 2 the minimum placing for graduates* shall be at point 2.

*As defined in Appendix V.

2. Further Education**Salaries of Teachers Employed in Further Education**

Scale Point	Lecturer B £	Lecturer A £
1	4,776	5,190
2	4,956(a)	5,511
3	5,145(b)	5,850
4	5,337	6,183
5	5,565	6,510
6	5,784	6,834
7	6,006	7,158
8	6,231	7,482
9	6,444	7,806
10	6,657	8,145
11	7,011	8,487
12		8,823
13		9,159(c)
14		9,495
15		9,840

(a) On appointment to Lecturer B scale, the minimum placing for Ordinary graduates or holders of a Teaching Qualification (Further Education)* shall be at point 2.

(b) On appointment to Lecturer B scale, the minimum placing for Honours graduates* shall be at point 3.

(c) No teacher shall proceed beyond point 13 of the Lecturer (A) scale unless he was entitled to a higher point during the salary year ending 31st July 1975, or otherwise in accordance with the provisions of paragraph 9 of Part A of Appendix VIII.

* As defined in Appendix V.

PART B

(Reference Part IV)

Other Scales and Salaries for Posts of Special Responsibility in Colleges of Further Education**1. Lecturers**

Scale point	Senior Lecturer I £	Senior Lecturer II £	Senior Lecturer III £	Senior Lecturer (A) £
1	5,190	7,806	9,144	9,144
2	5,511	8,145	9,489	9,489
3	5,850	8,487	9,834	9,834
4	6,183	8,823	10,176	*10,176
5	6,510	9,159		10,521
6	6,834			10,860
7	7,158			11,208
8	7,482			11,553
9	7,806			
10	**8,031			
11	8,259			

* No teacher shall proceed beyond point 4 of the Senior Lecturer (A) Scale unless he was entitled to a higher point during the salary year ending 31st July 1975, or otherwise in accordance with the provisions of paragraph 9 of Part A of Appendix VIII.

** No teacher who was assimilated to the Senior Lecturer I Scale in accordance with the provisions of paragraph 4 of Section C of Appendix XIV of the Scottish Teachers Salaries Memorandum 1973 shall proceed beyond Point 10 of that scale unless he has been formally appointed to a Senior Lecturer post.

2. Heads of Department

Heads of Department shall be paid on one of the fixed salary points described below. The appropriate point shall be determined in accordance with the provisions of paragraph 6 of Part A of Appendix VIII.

Fixed Point	£
1	8,301
2	8,682
3	9,060
4	9,438
5	9,819
6	10,194
7	10,575
8	10,953
9	11,334
10	11,715
11	12,096
12	12,471
13	12,852
14	13,230
15	13,611
16	13,989
17	14,202

3. Depute Principals and Principals

Depute Principals and Principals shall be paid on a fixed salary point to be determined from the following range of salaries, in accordance with the provisions of paragraph 5 of Part A of Appendix VIII.

Group	Depute Principal £
1	8,490– 9,204
2	9,336–10,053
3	10,254–10,977
4	11,184–11,907
5	12,093–12,804
6	12,906–13,623
7	13,656–14,373
8	14,445–15,165
9	15,183–15,897
10	15,915–16,635
11	16,653–17,367
12	17,385–18,105

Group	Principal £
1	10,020–10,884
2	11,034–11,892
3	12,144–13,002
4	13,263–14,121
5	14,337–15,195
6	15,321–16,176
7	16,209–17,067
8	17,160–18,015
9	18,039–18,897
10	18,915–19,779
11	19,797–20,658
12	20,679–21,534

PART C

(Reference Part V)

Salary Scales for Educational Psychologists**1. Educational Psychologists**

Scale Point	£
1	5,553
2	5,874
3	6,237
4	6,564
5	6,891
6	7,224
7	7,545
8	7,872

2. Senior Educational Psychologists

Scale Point	£
1	7,872
2	8,205
3	8,532
4	8,853

3.—(1) Principal educational psychologists shall be entitled to the basic salary Scale 1 described in Part A of this Appendix, to which shall be added the appropriate responsibility allowance described in Part A of Appendix VI.

(2) Where a principal educational psychologist holds (a) an honours degree in psychology of a Scottish university, or (b) a degree of M.Ed. of a Scottish university he may be treated as an honours graduate for the purposes of qualification adjustment in similar fashion to holders of a qualification described in paragraph 1(1) of Part B of Appendix V.

(3) Depute principal educational psychologists shall be entitled to the maximum point of the scale for senior educational psychologists to which shall be added half of the difference between that point and the total salary payable to the principal psychologist in their area.”

4. In Appendix VI Part A there shall be substituted—

- (a) for the sum mentioned in Column 3 of Serial Number 14 the sum “£393”
- (b) for the sum mentioned in Column 3 of Serial Number 19 the sum “£576”
- (c) for the sum mentioned in Column 3 of Serial Number 20 the sum “£393”
- (d) for the paragraph in Column 3 of Serial Number 22 there shall be substituted the following paragraph—

“Where such employment is whole-time employment £135 in respect of each such teacher supervised, and where it is part-time employment that sum which bears the same relation to £135 as the part-time employment bears to the whole-time employment, provided that the amount of the increase shall not exceed £366.”

- (e) for the sums mentioned in Column 3 of Serial Number 23 the sums “£300”, “£96”, “£459” and “£159” consecutively.
- (f) for the paragraph in Column 3 of Serial Number 24 there shall be substituted the following paragraph—

“£2,727 plus £14.16 in respect of each thousand of the number of pupils in full-time education for whom the Organiser, Supervisor or Adviser is responsible, to a maximum of 100,000 pupils and £7.08 in respect of each thousand pupils in excess of 100,000. For the purpose of the calculation the said number of pupils shall with effect from 1st April in each year be taken to be the average number of pupils in attendance during the preceding year ending 31st December.”
- (g) for the paragraph in Column 3 of Serial Number 26 there shall be substituted the following paragraph—

“£2,658 plus £13.81 in respect of each thousand of the number of pupils in full-time education for whom the Principal Educational Psychologist is responsible, to a maximum of 100,000 pupils and £6.90 in respect of each thousand pupils in excess of 100,000. For the purpose of the calculation the said number of pupils shall with effect from 1st April in each year be taken to be the average number of pupils in attendance during the preceding year ending 31st December.”

5. For Part B Appendix VI there shall be substituted the following Part—

“PART B

Scales Referred to in Column (3) of Part A of this Appendix

(1) Serial Number	(2) Scale	(3) Average number of pupils in attendance according to Part C of this appendix	(4) Amount of allowance £
28	*A(P) (Primary)	In the whole school:—	
		50 or less	(a) 945
		51-100	(b) 1,200
		101-180	(c) 1,749
		181-300	(d) 2,262
		301-450	(e) 2,676
		451-600	(f) 3,225
		601-800	(g) 3,819
		800-1,000	(h) 4,458
		1,001 or more	(i) 5,250
28	*A(S) (Secondary)	In the whole school:—	
		50 or less	(a) 846
		51-100	(b) 1,092
		101-180	(c) 1,587
		181-300	(d) 2,085
		301-450	(e) 2,451
		451-600	(f) 2,832
		601-800	(g) 3,600
		801-1,000	(h) 4,047
		1,001 or more	(i) 4,509
29	B	In secondary classes:—	
		100 or less	(a) 351
		101-180	(b) 522
		181-300	(c) 672
		301-450	(d) 759
		451-600	(e) 837
		601-800	(f) 999
		801-1,000	(g) 1,068
		1,001-1,300	(h) 1,158
		1,301-1,700	(i) 1,365
		1,701-2,100	(j) 1,593
		2,101 or more	(k) 1,812
		30	C
50 or less	(a) 450		
51-100	(b) 579		
101-200	(c) 933		
201-300	(d) 1,065		
301-400	(e) 1,236		
401-500	(f) 1,395		
501-600	(g) 1,554		
601-700	(h) 1,719		
701 or more	(i) 1,893		
31	D	In the whole school:—	
		30 or less	(a) 1,038
		31-60	(b) 1,380
		61-100	(c) 1,740
		101-200	(d) 2,136
		201-300	(e) 2,460
		301-350	(f) 2,847
		351 or more	(g) 3,114

(1) Serial Number	(2) Scale	(3) Average number of pupils in attendance according to Part C of this appendix	(4) Amount of allowance
32	E	In secondary classes:—	£
		450 or less	(a) 468
		451-600	(b) 609
		601-800	(c) 795
		801-1,000	(d) 1,017
		1,001-1,300	(e) 1,179
		1,301-1,700	(f) 1,284
		1,701-2,100	(g) 1,383
		2,101 or more	(h) 1,482
33	F	In the 4th and later years of the secondary course:—	
		50 or less	(a) 309
		51-100	(b) 420
		101-200	(c) 543
		201-300	(d) 687
		301-400	(e) 816
		401-500	(f) 930
		501-600	(g) 1,041
		601-700	(h) 1,158
		701 or more	(i) 1,260
34	G	As patients in hospital:—	
		20 or less	(a) 303
		21-60	(b) 516
		61-100	(c) 708
		101-160	(d) 924
		161-250	(e) 1,167
		251 or more	(f) 1,458

* NOTE

Combined Schools

In the case of a head teacher of a school having both primary and secondary departments, the responsibility allowance shall be calculated so that:—

- (i) the appropriate responsibility allowance payable under Scale A(P) shall be determined as if the total roll of the school was made up of primary pupils;
- (ii) the appropriate responsibility allowance payable under Scale A(S) shall be determined as if the total roll of the school was made up of secondary pupils;
- (iii) the proportion of (i) which bears the same relationship to the total as the proportion of primary pupils to the total roll of the school shall be added to the proportion of (ii) which bears the same relationship to the total as the proportion of secondary pupils to the total roll of the school."

6. For paragraph 3 of Appendix XI the following paragraph shall be substituted:—

"Where a teacher-minister who has not been appointed to one of the posts of special responsibility described in Part A of Appendix VI is in charge of religious instruction in a secondary school, including the guidance and direction of other teachers engaged in giving religious instruction he may, where the school roll is 1,000 pupils or less, receive an addition of £393 and, where the whole roll is 1,001 or more, an addition of £576."

PART II

1ST APRIL 1980 TO 31ST AUGUST 1980

1. In Part III there shall be substituted—
 - a. for the sum mentioned in paragraph 12(1) the sum “£174”
 - b. for the sum mentioned in paragraph 12(2) the sum “£393”
 - c. for the sum mentioned in paragraph 12(3) the sum “£300”
 - d. for the sum mentioned in paragraph 12(4) the sum “£471”
 - e. for the sum mentioned in paragraph 13(1) the sum “£192”
 - f. for the sum mentioned in paragraph 13(2) the sum “£300”
 - g. for the sum mentioned in paragraph 13(3) the sum “£471”
 - h. for the sum mentioned in paragraph 14(1) the sum “£192”
 - i. for the sum mentioned in paragraph 14(2) the sum “£216”
 - j. for the sum mentioned in paragraph 14(3) the sum “£216”
 - k. for the sum mentioned in paragraph 15(1) the sum “£240”
 - l. for the sum mentioned in paragraph 15(2) the sum “£315”

2. In Part VI there shall be substituted—
 - a. for the sum mentioned in paragraph 26(2)(a) the sum “£216”
 - b. for the sum mentioned in paragraph 26(2)(b) the sum “£393”
 - c. for the sum mentioned in paragraph 27(2) the sum “£364”

3. For Appendix I, there shall be substituted the following Appendix—

“APPENDIX I

(Reference Paragraph 5)

PART A

Basic Salary Scales

1. School Education

Scale Point	Scale 1 (Secondary and Special) £	Scale 2 (Primary) £
1	4,929	4,806
2	5,046(a)(i)	4,959(c)
3	5,244(a)(ii)	5,136
4	5,463	5,328
5	5,691	5,523
6	5,910	5,721
7	6,141	5,922
8	6,399	6,123
9	6,759	6,336
10	7,116	6,552
11	7,506	6,777
12	7,869(b)	7,116
13		7,458

NOTES

- (a)(i) On appointment to Scale 1 the minimum placing for Ordinary graduates* and holders of Diploma of Art* shall be at point 2.
 (a)(ii) On appointment to Scale 1 the minimum placing for Honours graduates* shall be at point 3.
 (b) Only those teachers who are Honours graduates* may progress to the maximum of Scale 1.
 (c) On appointment to Scale 2 the minimum placing for graduates* shall be at point 2.

* As defined in Appendix V.

2. Further Education

Salaries of Teachers Employed in Further Education

Scale Point	Lecturer B £	Lecturer A £
1	5,445	5,916
2	5,649(a)	6,282
3	5,865(b)	6,669
4	6,084	7,050
5	6,345	7,422
6	6,594	7,791
7	6,846	8,160
8	7,104	8,529
9	7,347	8,898
10	7,590	9,285
11	7,992	9,675
12		10,059
13		10,440(c)
14		10,824
15		11,217

- (a) On appointment to Lecturer B scale, the minimum placing for Ordinary graduates or holders of Teaching Qualification (Further Education)* shall be at point 2.
- (b) On appointment to Lecturer B scale, the minimum placing for Honours graduates* shall be at point 3.
- (c) No teacher shall proceed beyond point 13 of the Lecturer (A) scale unless he was entitled to a higher point during the salary year ending 31st July 1975, or, otherwise in accordance with the provisions of paragraph 9 of Part A of Appendix VIII.

* As defined in Appendix V.

Part B

(Reference Part IV)

Other Scales and Salaries for Posts of Special Responsibility in Colleges of Further Education**1. Lecturers**

Scale point	Senior Lecturer I £	Senior Lecturer II £	Senior Lecturer III £	Senior Lecturer (A) £
1	5,916	8,898	10,425	10,425
2	6,282	9,285	10,818	10,818
3	6,669	9,675	11,211	11,211
4	7,050	10,059	11,601	*11,601
5	7,422	10,440		11,994
6	7,791			12,381
7	8,160			12,777
8	8,529			13,170
9	8,898			
10	**9,156			
11	9,414			

* No teacher shall proceed beyond point 4 of the Senior Lecturer (A) Scale unless he was entitled to a higher point during the salary year ending 31st July 1975, or otherwise in accordance with the provisions of paragraph 9 of Part A of Appendix VIII.

** No teacher who was assimilated to the Senior Lecturer I Scale in accordance with the provisions of paragraph 4 of Section C of Appendix XIV of the Scottish Teachers Salaries Memorandum 1973 shall proceed beyond Point 10 of that scale unless he has been formally appointed to a Senior Lecturer post.

2. Heads of Department

Heads of Department shall be paid on one of the fixed salary points below. The appropriate point shall be determined in accordance with the provisions of paragraph 6 of Part A of Appendix VIII.

Fixed Point	£
1	9,462
2	9,897
3	10,329
4	10,758
5	11,193
6	11,622
7	12,057
8	12,486
9	12,921
10	13,356
11	13,788
12	14,217
13	14,652
14	15,081
15	15,516
16	15,948
17	16,191

3. Depute Principals and Principals

Depute Principals and Principals shall be paid on a fixed salary point to be determined from the following range of salaries in accordance with the provisions of paragraph 5 of Part A of Appendix VIII.

Group	Depute Principal £
1	9,678–10,494
2	10,644–11,460
3	11,691–12,513
4	12,750–13,575
5	13,785–14,598
6	14,712–15,531
7	15,567–16,386
8	16,467–17,289
9	17,310–18,123
10	18,144–18,963
11	18,984–19,797
12	19,818–20,640

Group	Principal £
1	11,424–12,408
2	12,579–13,557
3	13,845–14,823
4	15,120–16,098
5	16,344–17,322
6	17,466–18,441
7	18,477–19,455
8	19,563–20,538
9	20,565–21,543
10	21,654–22,548
11	22,569–23,550
12	23,574–24,549

PART C

(Reference Part V)

Salary Scales for Educational Psychologists**1. Educational Psychologists**

Scale Point	£
1	6,330
2	6,696
3	7,110
4	7,482
5	7,857
6	8,235
7	8,601
8	8,973

2. Senior Educational Psychologists

Scale Point	£
1	8,973
2	9,354
3	9,726
4	10,092

3.—(1) Principal educational psychologists shall be entitled to the basic salary Scale 1 described in Part A of this Appendix, to which shall be added the appropriate responsibility allowance described in Part A of Appendix VI.

(2) Where a principal educational psychologist holds (a) an honours degree in psychology of a Scottish university, or (b) a degree of M.Ed. of a Scottish university he may be treated as an honours graduate for the purposes of qualification adjustment in similar fashion to holders of a qualification described in paragraph 1(1) of Part B of Appendix V.

(3) Depute principal educational psychologists shall be entitled to the maximum point of the scale for senior educational psychologists to which shall be added half of the difference between that point and the total salary payable to the principal psychologist in their area.”

4. In Appendix VI Part A there shall be substituted—

- a. for the sum mentioned in Column 3 of Serial Number 14 the sum “£447”
- b. for the sum mentioned in Column 3 of Serial Number 19 the sum “£657”
- c. for the sum mentioned in Column 3 of Serial Number 20 the sum “£447”
- d. for the paragraph in Column 3 of Serial Number 22 there shall be substituted the following paragraph—

“Where such employment is whole-time employment £153 in respect of each such teacher supervised, and where it is part-time employment that sum which bears the same relation to £153 as the part-time employment bears to whole-time employment, provided that the amount of the increase shall not exceed £414.”

- e. for the sums mentioned in Column 3 of Serial Number 23 the sums “£342” “£108” “£522” and “£180” consecutively.
- f. for the paragraph in Column 3 of Serial Number 24 there shall be substituted the following paragraph—

“£3,108 plus £16.14 in respect of each thousand of the number of pupils in full-time education for whom the Organiser, Supervisor or Adviser is responsible, to a maximum of 100,000 pupils and £8.07 in respect of each thousand pupils in excess of 100,000. For the purpose of the calculation the said number of pupils shall with effect from 1st April in each year be taken to be the average number of pupils in attendance during the preceding year ending 31st December.”

- g. for the paragraph in Column 3 of Serial Number 26 there shall be substituted the following paragraph—

“£3,030 plus £15.74 in respect of each thousand of the number of pupils in full-time education for whom the Principal Educational Psychologist is responsible, to a maximum of 100,000 pupils and £7.87 in respect of each thousand pupils in excess of 100,000. For the purpose of the calculation the said number of pupils shall with effect from 1st April in each year be taken to be the average number of pupils in attendance during the preceding year ending 31st December.”

5. For Part B Appendix VI there shall be substituted the following Part—

“PART B

Scales referred to in Column (3) of Part A of this Appendix

(1) Serial Number	(2) Scale	(3) Average number of pupils in attendance according to Part C of the appendix	(4) Amount of allowance £
28	*A(P) (Primary)	In the whole school:—	
		50 or less	(a) 1,077
		51-100	(b) 1,368
		101-180	(c) 1,995
		181-300	(d) 2,580
		301-450	(e) 3,051
		451-600	(f) 3,678
		601-800	(g) 4,353
		801-1,000	(h) 5,082
		1,001 or more	(i) 5,985
28	*A(S) (Secondary)	In the whole school:—	
		50 or less	(a) 963
		51-100	(b) 1,245
		101-180	(c) 1,809
		181-300	(d) 2,376
		301-450	(e) 2,793
		451-600	(f) 3,228
		601-800	(g) 4,104
		801-1,000	(h) 4,614
		1,001 or more	(i) 5,139
29	B	In secondary classes:—	
		100 or less	(a) 399
		101-180	(b) 594
		181-300	(c) 765
		301-450	(d) 864
		451-600	(e) 954
		601-800	(f) 1,140
		801-1,000	(g) 1,218
		1,001-1,300	(h) 1,320
		1,301-1,700	(i) 1,557
		1,701-2,100	(j) 1,815
		2,101 or more	(k) 2,067
30	C	In the 4th and later years of the secondary course:—	
		50 or less	(a) 513
		51-100	(b) 660
		101-200	(c) 1,065
		201-300	(d) 1,215
		301-400	(e) 1,410
		401-500	(f) 1,590
		501-600	(g) 1,773
		601-700	(h) 1,959
		701 or more	(i) 2,157
31	D	In the whole school:—	
		30 or less	(a) 1,182
		31-60	(b) 1,572
		61-100	(c) 1,983
		101-200	(d) 2,436
		201-300	(e) 2,805
		301-350	(f) 3,246
		351 or more	(g) 3,549

(1) Serial Number	(2) Scale	(3) Average number of pupils in attendance according to Part C of the appendix	(4) Amount of allowance
32	E	In the secondary classes:—	£
		450 or less	(a) 534
		451-600	(b) 693
		601-800	(c) 906
		801-1,000	(d) 1,158
		1,001-1,300	(e) 1,344
		1,301-1,700	(f) 1,464
		1,701-2,100	(g) 1,578
		2,101 or more	(h) 1,689
33	F	In the 4th and later years of the secondary course:—	
		50 or less	(a) 351
		51-100	(b) 480
		101-200	(c) 618
		201-300	(d) 783
		301-400	(e) 930
		401-500	(f) 1,059
		501-600	(g) 1,188
		601-700	(h) 1,320
		701 or more	(i) 1,437
34	G	As patients in hospital:—	
		20 or less	(a) 345
		21-60	(b) 588
		61-100	(c) 807
		101-160	(d) 1,053
		161-250	(e) 1,329
		251 or more	(f) 1,662

* NOTE

Combined Schools

In the case of a head teacher of a school having both primary and secondary departments, the responsibility allowance shall be calculated so that:—

- (i) the appropriate responsibility allowance payable under Scale A(P) shall be determined as if the total roll of the school was made up of primary pupils;
- (ii) the appropriate responsibility allowance payable under Scale A(S) shall be determined as if the total roll of the school was made up of secondary pupils;
- (iii) the proportion of (i) which bears the same relationship to the total as the proportion of primary pupils to the total roll of the school shall be added to the proportion of (ii) which bears the same relationship to the total as the proportion of secondary pupils to the total roll of the school".

6. For paragraph 3 of Appendix XI the following paragraph shall be substituted—

“where a teacher-minister who has not been appointed to one of the posts of special responsibility described in Part A Appendix VI is in charge of religious instruction in a secondary school, including the guidance and direction of other teachers engaged in giving religious instruction, he may, where the school roll is 1,000 pupils or less, receive an addition of £447 and, where the school roll is 1,001 or more, an addition of £657.”

EXPLANATORY NOTE

(This Note is not part of the Regulations.)

These regulations relate to the calculation of benefits and transfer values under the Teachers' Superannuation (Scotland) Regulations 1977-80 and the calculation of service reckonable thereunder by reason of the receipt of transfer values.

The principal provisions relate to teachers who received "staged" increases in remuneration over the period 1st April 1979 to 1st September 1980. These provisions have effect as from 1st April 1979 (regulation 1(1)(b)); retrospection is authorised by section 12(1) of the Superannuation Act 1972. Where, in calculating any benefit or transfer value in the case of such a teacher, account falls to be taken of his remuneration in that period, regulation 6 provides that account shall instead be taken of what his remuneration would have been on the hypotheses set out in regulation 3 (teachers entitled to rates or related rates of pay agreed by the Scottish Teachers Salaries Committee following consideration of report number 7 of the Commission on Pay Comparability) or in regulation 4 (other teachers); the teacher is put in the position he would have been in had his increases in remuneration not been staged.

The provisions of regulations 8 and 9 relate to the calculation of service reckonable by reason of the receipt of a transfer value in pursuance of an election made by a teacher on or after 15th October 1982, when the regulations come into operation. These provisions have effect as from that date (regulation 1(1)(a)).

Regulation 8 applies in the case of a teacher who entered employment in reckonable service during the period referred to above. Where the transfer value is received from a non-statutory scheme and the reckonable service would be calculated by reference to his salary on entering such employment, account is instead to be taken of the salary he would have received on the hypotheses set out in regulation 3 or, as the case may be, regulation 4.

Regulation 9 makes a permanent amendment to the regulations of 1977-80. Where the transfer value is received from a statutory scheme and the reckonable service is at present calculated by reference to his salary on the last day on which he was a member of that scheme, it is in future to be calculated by reference to the salary (whether actual or notional) by reference to which the transfer value was calculated.

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