

unless an attendance of at least 10 children of school-age could be guaranteed, while others have paid a subsidy for a single child. In the majority of districts, including the smaller, the opinion was almost unanimous that a capitation of £5 is a sufficiently liberal allowance. According to the latest returns, the total average attendance in schools of this grade is 6,314, and £31,570 will be absorbed in salaries, irrespective of the cost of maintenance.

In schools of the second grade, with an average attendance varying from 20 to 30, the salaries are the same for teachers of both sexes. The question of "equal pay for equal work" to men and women formed a prominent feature in the evidence taken by us, and on this subject widely different views were expressed. While some women teachers claimed equal pay with men, others thought they were, for economic reasons, not entitled to the same remuneration, although they held that the disparity in salaries had hitherto been too great. It was agreed, however, that women in many instances do not receive payment commensurate with the work they perform. Members of the Commission, though divided on the question of granting equal pay to men and women, unite in thinking that under existing circumstances the principle cannot be fully applied. It has, however, been adopted as far as relates to all schools with an average attendance not exceeding 30, and above this number the salaries of women teachers have been raised to approximate more closely to those paid to male teachers in similar positions. In this grade (20 to 30) there are 323 schools, and the capitation allowance will, on each unit of increase over 20, be at the rate of £3 10s. under Scale No. 1 and £4 under Scale No. 2. The salaries will therefore range from £103 10s. to £135 and from £104 to £140 under the two scales respectively. These schools will absorb in salaries approximately £38,114 according to scale No. 1, and according to scale No. 2 £39,719.

In the third grade of schools, consisting of those with an average attendance of over 30 and not over 40, a differential scale begins. The increase for each unit is at the rate of £2 for men and £1 for women. By this proposal the salary for a master ranges from £135 to £155 under Scale No. 1, and from £140 to £160 under Scale No. 2; while the salary for mistresses varies from £135 to £145 under the former scale, and from £140 to £150 under the latter.

In the three grades of schools now considered provision is made for nearly five-eighths of the primary schools—namely, 1,039 out of a total of 1,674—and we have so far dealt with schools in charge of a sole teacher. Our aim has been to provide salaries likely to attract teachers of increased capacity and training, and, although the salaries paid to men and women respectively differ slightly, both sexes are placed practically on the same competitive terms.

In the grade 40 to 50 under Scale No. 1, the salary of the head-teacher varies for men from £155 to £165, and for women from £145 to £150. In Scale No. 2, £5 is added to the salary of each teacher.

A new feature is now presented by the introduction into the staff of an assistant teacher. Several Boards have not recognised the necessity for the grant of assistance until the average attendance has reached 45, and even 50, and when help has been supplied it has usually taken the form of a pupil-teacher. We regard it as indispensable that the first addition to the staff should be a duly qualified assistant. Therefore, so soon as the average attendance exceeds 40, an assistant mistress is to be appointed, at a salary commencing at £80 per annum. At this point, however, we undoubtedly prefer the allotment of a minimum salary of £85, as provided in Scale No. 2.

In both scales the salaries of all assistants are fixed at each grade, and do not vary, as in the case of head-teachers, with each unit of increase or decrease in the average attendance. For example, the assistant in a school in the grade 50 to 70 will receive £85 per annum, while in the succeeding grade her salary will be £100.

The schools between 50 and 90 number 232, and the cost of staffing each school varies from £250 to £315. This, we are aware, is somewhat costly, but we deem it important that provision should be made for securing the highest degree of efficiency in the country schools.

Of the 1,674 primary schools, 1,411 have an average attendance not exceeding 90. Of these the total average attendance is 34,143, and the total salaries approximately £167,671 under Scale No. 1, and £172,276 under Scale No. 2. The average attendance of the remaining 263 schools varies from 91 to 1,020, and in only one school reaches 1,000.