

AVERAGE SALARIES OF PRIMARY-SCHOOL TEACHERS—*continued*.

	1918.	1919.	1920.
(2.) Teachers in schools with average attendance over eight—	£	£	£
(a.) Men and women	191	245	283
(b.) Men	273	324	367
(c.) Women	158	207	241
(3.) Teachers in schools with average attendance over twenty—			
(a.) Men and women	200	254	294
(b.) Men	286	339	382
(c.) Women	164	210	245
(4.) Head teachers—			
(a.) Men	319	380	432
(b.) Women	251	319	373
(5.) All sole teachers—			
(a.) Men	174	221	266
(b.) Women	143	193	221
(6.) Assistants—			
(a.) Men	257	301	336
(b.) Women	150	197	229

The very substantial increases indicated in the above figures are the result of the amended regulations which operated from April, 1919, and from April, 1920. In two years the average salaries have increased by amounts ranging from £79 to £113, and the total amount payable in salaries and allowances has increased by £577,886, or 62 per cent. The average salary of all teachers in England and Wales is estimated for the year 1920–21 at £230. The following table gives some further information regarding the number of certificated teachers receiving certain salaries :—

Salaries (including Allowances and Value of Residences.)	Certificated Male Teachers.		Certificated Female Teachers.	
	Sole and Head Teachers.	Assistants.	Sole and Head Teachers.	Assistants.
Not exceeding £180	..	4	2	36
£181 to £250	11	44	55	1,180
£251 „ £300	57	51	171	344
£301 „ £350	132	115	150	202
£351 „ £400	318	127	119	50
Over £400	423	84	24	4
Totals	941	425	521	1,816

As will be observed, the annual salaries of 79 per cent. of certificated male head or sole teachers exceed £350 ; 56 per cent. of the certificated women head or sole teachers (which approximately represents the number in schools above Grade II) receive salaries exceeding £300. Of the certificated male assistants 77 per cent. receive salaries exceeding £300, while of the certificated women assistants 98 per cent. receive salaries exceeding £180 per annum and 33 per cent. salaries exceeding £250 per annum. When the fact is taken into account that all certificated teachers who have just emerged from the training colleges or have just entered upon their service as adult teachers are included in the above figures, it must be conceded that the remuneration now offered to school-teachers is not altogether inadequate.

The allowances of pupil-teachers and probationers were also again substantially increased in 1920, the following being the rates now payable to both : First year, £90 per annum ; second and third years, £95 per annum, with an additional £5 in the case of a male. In addition a boarding-allowance of £30 per annum is paid if the young person is obliged to live away from home, or a travelling-allowance not exceeding £10 per annum if daily travelling is necessary. It is reported that the increased emoluments offered have resulted in larger numbers of suitable candidates seeking entrance to the teaching service.

STATUS OF TEACHERS IN REGARD TO CERTIFICATES.

(Tables E2 and E3.)

The table below gives a summary of the position with regard to the number of primary-school teachers holding teachers' certificates in the last three years :—