

The average salaries of adult teachers (including house allowances and value of residences) for the last four years are shown in the following table :—

AVERAGE SALARIES OF PRIMARY-SCHOOL TEACHERS.

	1918.	1919.	1920.	1921.
(1.) Teachers in all schools—	£	£	£	£
(a.) Men and women	187	240	278	285
(b.) Men	273	323	366	369
(c.) Women	153	201	235	243
(2.) Teachers in schools with average attendance over eight—				
(a.) Men and women	191	245	283	292
(b.) Men	273	324	367	371
(c.) Women	158	207	241	250
(3.) Teachers in schools with average attendance over twenty—				
(a.) Men and women	200	254	294	301
(b.) Men	286	339	382	388
(c.) Women	164	210	245	253
(4.) Head teachers—				
(a.) Men	319	380	432	438
(b.) Women	251	319	373	385
(5.) All sole teachers—				
(a.) Men	174	221	266	266
(b.) Women	143	193	221	234
(6.) Assistants—				
(a.) Men	257	301	336	343
(b.) Women	150	197	229	238

The increase in average salaries over a period of three years is very striking ; it ranges in the various sections from £86 to £134 per annum, and in the average salary of all teachers in all schools it is £98. The total expenditure on salaries and allowances has increased in the three years mentioned by £650,000 or 69 per cent. The figure corresponding to the average salary of all teachers in New Zealand—viz., £285—was in New South Wales, according to the estimates for 1920–21, £241.

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	..	7	2	23
£181 to £250	20	41	68	1,236
£251 „ £300	78	52	167	370
£301 „ £350	111	113	118	223
£351 „ £400	321	139	161	70
Over £400	481	94	26	3
Totals	1,011	446	542	1,925

It thus appears that the salary of 48 per cent. of certificated male head or sole teachers exceeds £400, and of 69 per cent. exceeds £350. Of certificated male assistants 21 per cent. receive over £400, 52 per cent. over £350, and 78 per cent. over £300. Referring to women certificated teachers, 56 per cent. of those that are head or sole teachers receive over £300, and 99 per cent. of those that are assistants receive over £180, and 35 per cent. over £250. It must be borne in mind in considering these figures that all young certificated teachers just emerging from the training college or just entering upon their service as adult teachers are included.

In New South Wales, where there are 2,000 more teachers than in New Zealand, the estimates for 1920–21 provided salaries for 321 male teachers exceeding £400 (compare 575 in New Zealand), and for 103 women teachers exceeding £300 (compare 601 in New Zealand in 1921). From this it is evident that a comparison of the scales of salaries in various States does not indicate the true relative position ; it is necessary to know the actual salaries paid to the teachers.