

**Association of Commonwealth Universities
Survey**

**Academic Staff Salaries and Benefits
in Seven Commonwealth Countries
2001-2002**

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Revised version August 2003



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Erratum

Please note that this revised version of the 2001-2002 survey of academic staff salaries and benefits in seven Commonwealth Countries replaces the original version, dated February 2003. This version includes a number of amendments which are noted below:

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Introduction

This is the fourth survey of academic salaries and related benefits that the Association of Commonwealth Universities has conducted (initially under the auspices of CHEMS) since 1997. The data for the 2002 update was collected between February 2002 and November 2002 from a variety of sources. This year, most information was obtained through an emailed survey to past participating institutions. Any additional information came from a combination of web-based research and direct contact with university personnel officers.

We are pleased to expand the coverage of the survey to include Malaysia. We hope that the data in this year's survey from Universiti Putra Malaysia will encourage a broader Malaysian participation next year. The survey now includes salary and related data for 45 universities in seven different Commonwealth countries: Australia (14); Canada (13); New Zealand (7); UK (4); South Africa (5); Singapore (1); and Malaysia (1).

It should be noted that the structure of the academic year differs from country to country. For example, in the UK the academic year starts in October, while in Australia the year begins in March. Pay settlements are made at different times of the year in different countries, and even within countries. In Australia and Canada, for example, academic salaries are determined by enterprise agreements that are negotiated between the unions and the individual institutions and therefore take effect at various times during the academic year. In the UK, annual pay increases for the 'old' or 'pre 1992' universities come into force in April, whereas for staff in 'post 1992' institutions this happens in September. For this reason, salary information for all institutions within this survey cannot easily be captured as at one specific point in 2001.

Academic Staff Titles

Although Australia, New Zealand, South Africa and Malaysia use the academic staff titles listed here, the UK, Singapore and Canada use different systems. We have equated them as follows for the purpose of comparison:

	Canada	Singapore	UK
Assistant Lecturer			
Lecturer	Lecturer		Lecturer
Senior Lecturer	Assistant Professor	Assistant Professor	Senior Lecturer
Associate Lecturer	Associate Professor	Associate Professor	Pr. Lect./ Reader
Professor	Professor	Professor	Professor

Currency Conversions

In order to provide for suitable comparison, all salary figures have been converted to US dollars with a purchasing power parity (PPP) conversion factor. A simple currency conversion does not provide an adequate basis of comparison, as currency valuations fluctuate wildly from day to day and do not take into account the true cost of living. In contrast, "PPPs are the rates of currency conversion that equalise the purchasing power of different currencies by eliminating the differences in price levels between countries."¹ According to the OECD, "PPPs are both price deflators and currency converters."² As a result, converting the academic salaries in this way provides a more accurate idea of the appropriate value of each country's average academic salaries.

¹ OECD, *Frequently Asked Questions about PPPs*, online: <<http://www.oecd.org/oecd/pages/home/displaygeneral/0,3380,EN-faq-513-15-no-no-322-513,00.html#Ancre1>> (date accessed: December 18, 2002).

² OECD, *Purchasing Power Parities*, online: <<http://www.oecd.org/oecd/pages/home/displaygeneral/0,3380,EN-home-513-15-no-no-no-no,FF.html>>. (date accessed: December 19, 2002).

The difference between using PPP over the simple monetary conversion is best illustrated through example. A full professor at the University of Natal in South Africa earns R161,957 each year. This amount, using the exchange rate at the time of publishing, is US\$19,162. Dividing the salary by the current PPP conversion factor for South Africa (3.82) converts the salary to US\$42,397 (a difference of over US\$23,000). The disparity between the two salary conversions is that the latter takes into account the cost of living in South Africa.

Past academic salary surveys have utilised PPP factors published by the Organisation of Economic Cooperation and Development (OECD). However, latest OECD PPP conversions are not currently available for all Commonwealth Countries included within this survey, therefore we have chosen to use an alternative PPP calculator the Economist Big Mac Currency Index (also known as the Hamburger Index)³.

The Big Mac Index has been accepted as a suitable method to compare purchasing power across national borders:

[The Big Mac Index] is widely regarded as the perfect universal commodity in that it represents a standard basket of goods and services across countries; moreover, it is easily obtainable for comparison purposes and intuitively appealing.⁴

As the Big Mac Index includes the rates for all countries participating in the ACU academic salary survey we will continue to apply 'burgernomics' to our data until a more suitable comparator can be found. However, the controversy surrounding the use of this index is acknowledged by the authors, so a comparison of academic salaries converted using both the Big Mac Index and OECD Purchasing Power Parities is provided in Appendix C.

Overview of Survey and Results

The survey looks at five different areas concerned with staff compensation and benefits:

1. *Annual Salary*, including the bottom, middle and top levels of the salary scale for each grade;
2. *Pension Scheme*, the contributions made by employee and employer and the value of the benefit at retirement;
3. *Medical Aid Scheme*, what kind of scheme is provided, the contribution made by the employer, and the percentage of medical costs covered;
4. *Leave Entitlements*, to annual vacation leave, sabbatical or study leave, maternity, paternity and adoption leave;
5. *Other Benefits*, such as car loan, housing allowance, or free tuition for the staff member's dependants.

³ Economist Big Mac Currency Conversion www.oanda.com/products/bigmac/bigmac.shtml. Conversion accessed 12/11/02.

⁴ L.L. Ong, "Big Macs and Wages to Go, Please: Comparing the Purchasing Power of Earnings Around the World" (Department of Accounting and Finance, University of Western Australia), Australian Journal of Labour Economics Vol.2 No.1 March 1998.

Annual Salaries by Country

(Bottom of scale for each grade)

In this year's survey, we have opted to include salary figures in local currency and in PPP \$USD. This allows for better comparisons both within a country as well as across the Commonwealth. For the purpose of this introduction however, figures are listed in PPP \$USD only. All references to salary in the following section are referring to salaries at the bottom of the scale for each academic grade.

	Australia	Canada	Malaysia	New Zealand	Singapore	South Africa	United Kingdom
Assistant Lecturer	31,136			27,030		15,587	
Lecturer	44,198	28,949	14,926	33,603		31,277	24,955
Senior Lecturer	54,093	35,076		42,906	55,385	37,872	32,348
Associate Lecturer	65,067	43,183	28,385	55,711	83,077	45,037	43,457
Professor	83,463	54,006	51,725	63,610	129,231	51,765	54,158

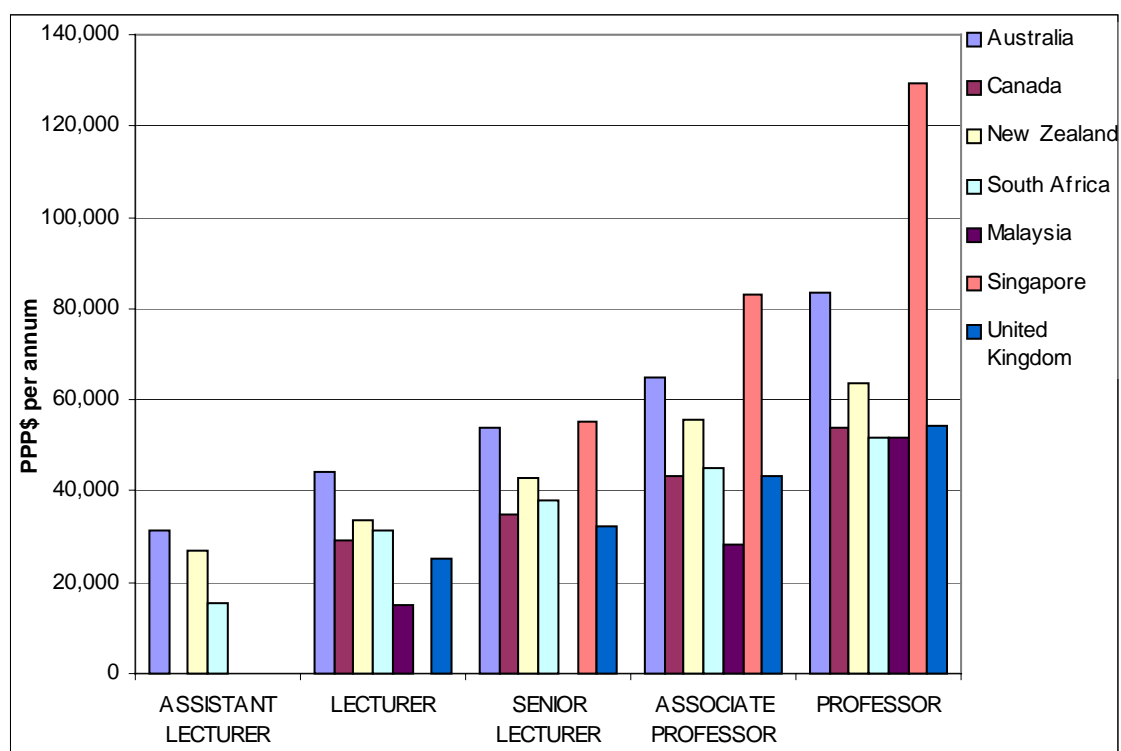
Ranking average salaries by country reveals a fairly uniform pattern of the countries that offer highest and lowest average salaries. The above table clearly shows that for each academic grade where Singapore is a comparator (Singapore has only three staff grades so is not represented at the lower end of the academic ladder), the reported salary is higher than the average found in any other country. The difference is most pronounced at full professor level where the reported salary is \$45,768 higher than the second highest salary, that offered by Australia; while at senior lecturer level this is just \$1,292 higher than the second highest (again Australia).

The ranking order of countries remains fairly consistent in terms of the average salaries paid to academics at each grade. Australian salaries as reported, place them either as paying the second highest average salary (behind Singapore) or when lower grade academic positions are considered (when Singapore is not present), as the highest paying. Meanwhile, at the opposite end of the continuum, data available for Malaysia indicates the lowest salary for each of the three grades for which information was provided. Differences between the reported salary in Malaysia and those found in the second lowest country are smallest at full professor level where the Malaysian salary is only \$40 less than South Africa.

With a restructuring of the staff titles last year, there are only three countries that compete at the lower end of the academic ladder. South African assistant lecturers are the lowest paid academics, with an average annual salary of \$15,587. This differs from last year's survey, when South Africa's lowest ranked academics earned nearly \$3,500 more than their counterparts in Australia and New Zealand. However, South Africa becomes more competitive at the lecturer level, ranking third among all seven countries at \$31,277. Highest salaries at lecturer level are paid in Australia (\$44,198) and New Zealand (\$33,603). The United Kingdom ranks second lowest (\$24,955), with a salary only higher than that of Malaysia, which pays lecturers \$14,926.

Figure 1 on the following page shows that at senior lecturer grade there appears to be more of a convergence of salaries paid across the seven countries. The difference between the lowest paid by the United Kingdom (\$32,719) and the highest in Singapore is just \$22,666. An even greater convergence in salaries paid would be evident at the full professor level, but only if the salaries paid by the top two countries, Singapore and Australia were excluded. New Zealand as the country paying the third highest salary of \$63,610 is paying only \$11,885 more than Malaysia who pay the least. This may indicate growing awareness of competition and of developing salary standardisation for institutions that draw on the same academic pool for their teaching staff.

Fig. 1. Average Academic Staff Salaries by Country (\$USD per annum)



Average Academic Staff Salaries by Country

(PPP\$ per annum)	Australia	Canada	New Zealand	South Africa	Malaysia	Singapore	United Kingdom
ASSISTANT LECTURER							
Bottom of Scale	31,136		27,030	15,587			
Middle of Scale	37,007		28,800	17,668			
Top of Scale	41,997		30,164	20,163			
LECTURER							
Bottom of Scale	44,198	28,949	33,603	31,277	14,926		24,955
Middle of Scale	48,255	34,264	37,358	30,465	22,104		29,865
Top of Scale	52,446	39,337	40,902	44,722	32,154		37,141
SENIOR LECTURER							
Bottom of Scale	54,093	35,076	42,906	37,872		55,385	32,348
Middle of Scale	58,134	43,048	49,266	37,569		83,077	36,740
Top of Scale	61,595	50,952	55,399	51,465		110,769	43,436
ASSOCIATE PROFESSOR							
Bottom of Scale	65,067	43,183	55,711	45,037	28,385	83,077	43,457
Middle of Scale	68,084	54,151	58,968	43,429	33,247	120,000	47,004
Top of Scale	71,651	65,326	61,787	57,866	39,846	156,923	51,908
PROFESSOR:							
Bottom of Scale (a)	83,463	54,006	63,610	51,765	51,725	129,231	54,158

(a) The bottom of the scale has been used for each grade

A comment on UK salary scales

In Appendix A, only UK institutions that replied to the survey or had salary information on their websites are listed. Although the Association of University Teachers (AUT) publishes negotiated minimum salary scales, we felt that including them in the survey averages would skew the results as institutions may pay more than the listed minimum. However, this information remains useful to university management as another comparator. As a result, general salary scales have been included in Appendix B for:

- pre 1992 institutions both in London and outside of London;
- post 1992 institutions both in London and outside of London; and
- Scottish institutions.

Other Benefits

Pension Schemes

Academics in New Zealand, Australia and the United Kingdom are all members of their respective national pension programs (NZUSS, UniSuper and USS). The Australian UniSuper provides for 7% employee contributions and 17% employer contributions, while NZUSS requires a minimum employee contribution of 3% to qualify for an employer contribution of 1.35 times the employee contribution. Under the British USS scheme, academics must pay 6.35% in order to earn a 14% employer contribution. In Canada, employers commonly match employee contributions, which range from 3.5% to 7%. Pension schemes vary widely in South Africa, while universities in Singapore offer graduated employee contributions based on the age of the employee.

Health Care

Provision for health care vary considerably:

- In Australia, a 1.5% tax on salaries funds a public health care plan.
- New Zealand and the UK make no special provision other than arranging participation at a discount to private health insurance schemes.
- All Canadian institutions offer extended health care plans. Of the eleven institutions that provided funding information, six health care programs were contributory while five were non-contributory for employees.
- Universities surveyed from Singapore, South Africa and Malaysia have contributory schemes. At the Universiti Putra Malaysia, academics are covered up to RM30.00 per clinic visit, and up to RM100.00 per year for dental.

Leave Entitlements

Annual leave ranges from 20-30 days in Australia, Canada, New Zealand and the UK to 38 days in South Africa. However, it should be noted that annual leave varies greatly in South African institutions, with one institution reporting 38 days leave and another offering 16 days.

Sabbatical entitlement also offers a wide variance, even within countries. Most institutions base the length of sabbatical leave on the number of years of service. Generally, the average entitlement is one year of sabbatical leave after six or seven years of service (eg. New Zealand). Canadian universities are less generous, with most surveyed institutions offering six months after six years of service, or 12 months at a reduced income. In Australia, academics are faced with a wide variety of eligibility requirements, from accrual at three hours per week of service, to six months for every six years of continuous service, to the awarding of sabbaticals on application. Australian academics are also eligible for long service leave, which is awarded after ten years of employment.

Policies on maternity leave vary widely, with Australian academics earning 12 weeks of paid leave to universities in Singapore offering ten months after six years of service. In the United Kingdom, academics are paid for 16-18 weeks, which is similar to the South African average of three to four months. Canadian universities pay academics on maternity leave for 17 weeks at a reduced rate, which is supplemented by governmental employment insurance. New Zealand institutions offer the least amount of leave, paying only six weeks. In some countries, maternity leave is supplemented with a longer, unpaid parental leave, which ranges from 37 weeks in Canada to 51 weeks in Australia and New Zealand. Parental leave can often be split between two parents.

Universities in Canada are most generous to new fathers, offering up to fourteen weeks of paid leave. However, it should be noted that these payments are merely a 'top-up' of governmental employment insurance, making longer paternity leaves possible. New Zealand academics are given six weeks of paid leave. Paid paternity leave in Australia remains at a week for most institutions. Academics in the UK are given one to two weeks of paternity leave; this number, however, is based on a limited survey sample. Paternity leave is non-existent or negligible (three days to one week) in Malaysia, South Africa and Singapore. Adoptive parents only benefit from paid leave at institutions in Australia, New Zealand, South Africa, the United Kingdom and Canada.

Other Benefits

Housing benefits are included in academic staff benefits in South Africa, Singapore and Malaysia. In Canada, some institutions give academics loans for mortgages. In Australia, housing is only provided for remote campuses. There are no housing allowances in New Zealand. Car loans were not offered across the participating Commonwealth countries. Only in South Africa and Singapore were academics provided with discounted loans or travel allowances (for senior management only).

Subsidised or free tuition for the dependents of academic staff is available in some institutions in Canada and in South Africa. In contrast, one Australian institution held that such payments were not allowed under the country's Higher Education Contribution Scheme (HECS).

Conclusion

This survey is useful because it gives administrators comparative data within their own country, as well as a sampling of what the situation is like abroad. While some useful comparisons can be drawn from this, one must exercise caution in making generalisations based on this data alone. There are at least three reasons why one must take care when using this data. One, this survey does not contain any in-depth analysis on issues such as the kind of infrastructure provided by institutions and general working conditions. Second, the purchasing power conversions are not wholly reliable, though this is acceptable since no ideal method exists that compares financial data between countries with unique currencies and costs of living. Third, this survey uses a limited sample size. Certainly the difficulties associated with comparing the salary scales between institutions do not apply to comparing the description of benefits in each country. While taking note of the shortcomings (as outlined above), the data compiled into this one survey provides a useful comparative tool that should be of use to university administrators in each of the six countries.

Appendix A: Country Profiles

AUSTRALIA	Adelaide		Australian National		University of Canberra		Central Queensland		Charles Sturt		Curtin University of Technology	
ANNUAL SALARY	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD
ASSOCIATE LECTURER:												
Bottom of Scale	36,535	30,962	36,559	30,982	36,319	30,779	35,746	30,293	37,031	31,382	37,232	31,553
Middle of Scale	42,797	36,269	43,000	36,441	44,106	37,378	41,730	35,364	44,238	37,490	43,612	36,959
Top of Scale	49,581	42,018	48,867	41,413	49,085	41,597	48,329	40,957	50,255	42,589	50,524	42,817
LECTURER:												
Bottom of Scale	52,192	44,231	51,330	43,500	51,639	43,762	50,873	43,113	52,901	44,831	53,186	45,073
Middle of Scale	56,105	47,547	56,000	47,458	57,384	48,631	56,598	47,964	57,861	49,035	57,172	48,451
Top of Scale	61,979	52,525	60,562	51,324	61,162	51,832	60,413	51,197	62,821	53,238	63,157	53,523
SENIOR LECTURER:												
Bottom of Scale	63,934	54,181	62,407	52,887	63,049	53,431	62,319	52,813	64,803	54,918	65,151	55,213
Middle of Scale	67,849	57,499	67,000	56,780	68,721	58,238	67,931	57,569	69,763	59,121	69,140	58,593
Top of Scale	73,722	62,476	71,641	60,713	72,501	61,442	71,671	60,738	74,723	63,325	75,124	63,664
ASSOCIATE PROFESSOR:												
Bottom of Scale	76,983	65,240	74,716	63,319	75,648	64,108	74,788	63,380	78,029	66,126	78,448	66,481
Middle of Scale	79,591	67,450	78,000	66,102	80,688	68,380	79,774	67,605	82,022	69,510	81,107	68,735
Top of Scale	84,810	71,873	82,102	69,578	83,206	70,514	82,269	69,719	85,963	72,850	86,423	73,240
PROFESSOR:												
Bottom of Scale	99,164	84,037	95,645	81,055	97,067	82,260	95,983	81,342	100,512	85,180	101,051	85,636
PENSION SCHEME												
Pension provided	yes (UniSuper)		yes (UniSuper)		yes (UniSuper)		yes (UniSuper)		Yes (UniSuper)		yes (UniSuper)	
Employee contrib: % of salary	7%		7%		7%		7%				7%	
University contrib: % of salary	14%		17%		14%		14% for SSAU and 3% APP		up to 17%		17%	
Pension value at retirement	years of membership x pension factor x benefit salary x average service fraction		2% for each year of membership up to 20 years; 1% for each year in excess of 20 years		2% for each year of membership up to 20 years; 1% for each year in excess of 20 years		Defined Benefit member plan is formula based using years of service, benefit salary etc while Investment Choice member plan is based on the balance of the account at retirement					

AUSTRALIA	Adelaide	Australian National	University of Canberra	Central Queensland	Charles Stuart	Curtain University of Technology
MEDICAL AID						
University scheme provided	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)
Contributory/non-contributory/other	N/A	N/A	N/A	N/A	N/A	N/A
Contribution by university	N/A	N/A	N/A	N/A	N/A	N/A
% of medical costs covered	N/A	N/A	N/A	N/A	N/A	N/A
LEAVE						
Annual leave	20 days	20 days	20 days	4 weeks		20 days
Sabbatical/Study leave		Granted from time to time	Accrues at rate of 24 weeks every 3.5 years (max. leave 48 weeks)			Up to 6 months every 3rd year of continuous service
Maternity leave	3 months on full pay plus 9 months unpaid; or 6 months on half pay plus 6 months unpaid	12 weeks paid leave, 40 weeks unpaid 'parental leave'	12 weeks paid leave, 40 weeks unpaid 'parental' leave	3 months paid leave, 9 months unpaid leave	9 weeks paid leave, with an additional 12 months unpaid parental leave to be shared between parents.	maternity & paternity covered by parental leave clause -- 52 weeks in total of which up to 12 weeks on full pay is payable to the primary carer or 1 week to the non-primary carer
Paternity leave	up to one week unpaid 'partner leave'; up to 1 year unpaid leave for partners who are primary care-givers of child	52 weeks unpaid 'parental' leave (if both parents are university employees, maximum combined parental leave is 66 weeks)	5 days paid leave, 51 weeks unpaid	1 week paid leave, 51 weeks unpaid (instead of maternity)	12 months unpaid parental leave to be shared between parents	see above
Adoption leave	up to 3 weeks' unpaid adoption leave at time of placement, available concurrently if both parents are university employees; another 49 weeks' unpaid leave can be taken by either or both parents, provided it is not concurrent	3 weeks unpaid (short adoption leave) or 52 weeks unpaid (long adoption leave)	12 weeks paid adoption leave (if child is under 12 months old); 6 weeks paid leave if child is older	3 months paid adoption leave at time of placement (child must be under 5 years old)	9 weeks paid leave if child is aged 12 months or less ; 3 weeks paid leave if child is older than 12 months	parental leave clause applies, applicable for children from birth up until age 16

AUSTRALIA	Adelaide	Australian National	University of Canberra	Central Queensland	Charles Stuart	Curtain University of Technology
Long Service leave	13 weeks long service after 10 years	13 weeks long service after 10 years	65 days after 10 years service	13 weeks after 10 years service		13 weeks entitlement after 10 years of service. Subsequent entitlements at 7 years
OTHER BENEFITS						
Housing Allowance		university housing available to rent	no			provided for remote campuses
Loan of vehicle			no			senior positions provided with vehicles
Free tuition for dependants		no (HECS scheme does not allow)	no (HECS scheme does not allow)			no
Other benefits		flexible remuneration (salary sacrificing) for on-campus child care fees, on-campus parking, etc; other benefits available e.g. discount for car maintenance, discount airfares through University preferred suppliers	university housing, flexible remuneration for child care			opportunity to package 50% of cash salary for benefits (superannuation, vehicle, car parking, child care, fitness centre, bookshop purchases)

AUSTRALIA (II)	Edith Cowan University		La Trobe University		Macquarie University		Melbourne University		New England		New South Wales		
ANNUAL SALARY	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	
ASSOCIATE LECTURER	Bottom of Scale	36,862	31,239	35,732	30,281	34,647 - 43,803 (note 1)	29,361 - 37,121 (note 2)	38,580	32,695	35,836	30,369	37,271	31,586
	Middle of Scale	44,034	37,317	43,514	36,876	41,390 - 45,411 (note 1)	35,076 - 38,483 (note 2)	45,194	38,300	43,504	36,868	45,367	38,447
	Top of Scale	50,023	42,392	48,490	41,093	47,019	39,847	52,356	44,369	48,405	41,021	50,554	42,842
	LECTURER:												
Bottom of Scale	52,657	44,625	51,044	43,258	49,495	41,945	55,114	46,707	50,921	43,153	53,216	45,098	
Middle of Scale	57,593	48,808	56,786	48,124	54,135	45,877	59,247	50,209	56,578	47,947	58,205	49,326	
Top of Scale	62,532	52,993	60,614	51,368	58,776	49,810	65,447	55,464	60,350	51,144	63,196	53,556	
SENIOR LECTURER:													
Bottom of Scale	64,503	54,664	62,526	52,988	60,631	51,382	67,514	57,215	62,234	52,741	65,190	55,246	
Middle of Scale	69,441	58,848	68,271	57,857	65,272	55,315	71,648	60,719	67,893	57,536	70,179	59,474	
Top of Scale	74,378	63,032	72,099	61,101	69,912	59,247	77,849	65,974	71,664	60,732	75,169	63,703	
ASSOCIATE PROFESSOR:													
Bottom of Scale	77,669	65,821	75,289	63,804	73,005	61,869	81,293	68,892	74,806	63,395	78,495	66,521	
Middle of Scale	81,617	69,167	77,840	65,966	76,716	65,014	84,048	71,227	79,833	67,655	82,484	69,902	
Top of Scale	85,566	72,514	82,945	70,292	80,428	68,159	89,561	75,899	82,348	69,786	86,475	73,284	
PROFESSOR:													
Bottom of Scale	100,048	84,786	96,983	82,189	89,733	76,045	104,717	88,743	96,178	81,507	101,112	85,688	
PENSION SCHEME													
Pension provided	yes (UniSuper)		yes (UniSuper)		yes (UniSuper)		yes (UniSuper)		yes (UniSuper)		yes (UniSuper)		
Employee contrib: % of salary	7% (8.5% pre-tax)		7%				7%		7%		7%		
University contrib: % of salary	17%		17%				17%		17%		17%		
Pension value at retirement							dependent on years of service				based on salary & years of service - various schemes and benefits calculated differently		

AUSTRALIA (II)	Edith Cowan University	La Trobe University	Macquarie University	Melbourne University	New England	New South Wales
MEDICAL AID						
University scheme provided	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)	no (1.5% tax on salary funds public Medicare Plan)
Contributory/non-contributory/other	N/A	N/A	N/A	N/A	N/A	N/A
Contribution by university	N/A	N/A	N/A	N/A	N/A	N/A
% of medical costs covered	N/A	N/A	N/A	N/A	N/A	N/A
LEAVE						
Annual leave		4 weeks	20 days	20 days annual leave for full time staff members	4 weeks	20 days
Sabbatical/Study leave	3 years of service: 26 weeks; 6 years of service: 52 weeks.	3 hrs pw		Normally between 1-6 months. Eligibility rules apply.	accrues @ 2mths for each year of service, capped after 6 years with 12 months maximum accrual	minimum of 6 weeks and maximum of 12 months - normally 6 months
Maternity leave	12 weeks paid leave - 40 weeks unpaid leave.	12 weeks paid		a combination of 12 weeks paid leave, annual leave, long service leave entitlements and leave without salary, to a maximum of 52 weeks leave.	12 weeks paid; plus unpaid leave totalling no more than 12 months	paid leave of up to 12 consecutive weeks, (or 24 consecutive weeks at half pay) and up to 52 consecutive weeks of unpaid leave minus any period of paid leave taken
Paternity leave		5 days paid (to 51 weeks unpaid)	12 weeks paid 40 weeks unpaid.	5 working days paid leave plus an additional period of up to 51 weeks unpaid leave where the staff member is to be the primary care-giver of the child	5 days paid; plus unpaid leave totalling no more than 12 months	one weeks annual leave and up to 52 consecutive weeks of unpaid leave minus any period of paid leave taken

AUSTRALIA (II)	Edith Cowan University	La Trobe University	Macquarie University	Melbourne University	New England	New South Wales
Adoption leave		12 weeks	52 weeks maximum if the child is under 5 years old.	Special paid leave up to 2 days in addition a total of 52 weeks adoption leave - to be taken by either parent but not to be taken concurrently.	6 weeks paid; plus unpaid leave totalling no more than 12 months	paid leave of up to 3 consecutive weeks (or 6 consecutive weeks at half pay) and up to 52 consecutive weeks of unpaid leave minus any period of paid leave taken
Long Service leave		13 weeks after 10yrs service	10 years service: 3 months paid leave 10 - 15 years service: 9 calendar days per year of service; 15 years full service: 4.5 months paid leave; after 15 years of service: 15 calendar days per year of service	10 years of service: 13 weeks paid leave, and another 6.5 weeks upon completion of each additional 5 years of service.	10 years service: 65 days; Service up to 15 years: accrue @ 9.1 calendar days pa; Service after 15 years: accrue @ 15.2187 calendars days pa	three months' long service leave on full pay on completion ten years' service
OTHER BENEFITS						
Housing Allowance		N/A			N/A	
Loan of vehicle		N/A			N/A	
Free tuition for dependants		N/A			N/A	
Other benefits		N/A		salary packaging options	salary packaging for superannuation, motor vehicles, child care	

AUSTRALIA (III)	Queensland Univ of Technology		Western Australia		AVERAGE FOR AUSTRALIA	
ANNUAL SALARY	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD
ASSOCIATE LECTURER:						
Bottom of Scale	36,402	30,849	37,516	31,793	36740 (note 2)	31,136
Middle of Scale	42,643	36,138	43,945	37,242	43668 (note 2)	37,007
Top of Scale	49,397	41,862	50,911	43,145	49,557	41,997
LECTURER:						
Bottom of Scale	51,999	44,067	53,592	45,417	52,154	44,198
Middle of Scale	55,899	47,372	57,611	48,823	56,941	48,255
Top of Scale	61,753	52,333	63,642	53,934	61,886	52,446
SENIOR LECTURER:						
Bottom of Scale	63,700	53,983	65,650	55,636	63,829	54,093
Middle of Scale	67,597	57,286	69,670	59,042	68,598	58,134
Top of Scale	73,454	62,249	63,642	53,934	72,682	61,595
ASSOCIATE PROFESSOR:						
Bottom of Scale	76,697	64,997	79,049	66,991	76,780	65,067
Middle of Scale	79,296	67,200	81,727	69,260	80,339	68,084
Top of Scale	84,498	71,608	87,087	73,803	84,549	71,651
PROFESSOR:						
Bottom of Scale	98,798	83,727	101,826	86,293	98,487	83,463
PENSION SCHEME						
Pension provided	yes (UniSuper)		yes (UniSuper)			
Employee contrib: % of salary	7%		7%			
University contrib: % of salary	14%		14%			
Pension value at retirement			2% for each year of membership up to 20 years; 1% for each year in excess of 20 years			

AUSTRALIA (III)	Queensland University of Technology	Western Australia
MEDICAL AID		
University scheme provided	Only a corporate private health program advocated - no costs covered by University	no (1.5% tax on salary funds public Medicare Plan)
Contributory/non-contributory/other	100%	N/A
Contribution by university % of medical costs covered	0	N/A N/A
LEAVE		
Annual leave	20 working days	20 days
Sabbatical/Study leave	by application only	
Maternity leave	12 weeks paid leave after 12 months prior service	3 months paid leave, up to 92 weeks unpaid leave
Paternity leave	5 days paid leave	1 week paid leave, up to 103 weeks unpaid leave (instead of maternity)
Adoption leave	52 weeks unpaid	
Long Service leave	one and three tenths weeks for each year after 10 years continuous service	13 weeks long service leave after 10 years
OTHER BENEFITS		
Housing Allowance	nil	
Loan of vehicle	nil	
Free tuition for dependants	nil	no (HECS scheme does not allow)
Other benefits	nil	flexible remuneration for child care fees

Notes:

1) for doctoral qualification or full subject co-ordination duties

2) excludes Macquarie University

CANADA	Acadia University		University of Alberta		University of Calgary		Dalhousie University		Lakehead University		University of Manitoba	
ANNUAL SALARY	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD
INSTRUCTOR/LECTURER:												
Bottom of Scale	35,578	27,159			37,000	28,244	36,336	27,737	35,575	27,156	35,230	26,893
Middle of Scale	42,848	32,708			44,000	33,588	43,196	32,974	44,778	34,181	44,032	33,612
Top of Scale	48,961	37,375			51,000	38,931	50,916	38,867	53,980	41,206	52,833	40,331
ASSISTANT PROFESSOR:												
Bottom of Scale	45,482	34,719	47,184	36,018	48,000	36,641	41,481	31,665	41,990	32,053	45,352	34,620
Middle of Scale	55,316	42,226	57,000	43,511	59,500	45,420	50,056	38,211	54,913	41,918	56,676	43,264
Top of Scale	64,156	48,974	66,816	51,005	71,000	54,198	60,346	46,066	67,835	51,782	68,000	51,908
ASSOCIATE PROFESSOR:												
Bottom of Scale	56,162	42,872	58,636	44,760	55,000	41,985	50,056	38,211	52,660	40,198	58,502	44,658
Middle of Scale	67,234	51,324	71,248	54,388	69,000	52,672	63,776	48,684	74,750	57,061	73,112	55,810
Top of Scale	78,367	59,822	83,860	64,015	83,000	63,359	78,185	59,683	96,840	73,924	87,721	66,963
PROFESSOR:												
Bottom of Scale	69,642	53,162	72,990	55,718	68,000	51,908	58,631	44,756	66,180	50,519	75,597	57,708
Middle of Scale	90,454	69,049			94,000	71,756					94,483	72,124
Top of Scale	103,818	79,250			120,000	91,603					113,368	86,540
PENSION SCHEME												
Pension provided	Yes (Univ.'s Own)		Yes (UAPP)		Yes (UAPP)		Yes		Yes (Univ's Own)		Yes	
Employee contrib: % of salary	5.1% if earnings up to YMPE, 7.8% of earnings above YMPE		6.375% on earnings up to YMPE, 8.775% of earnings above YMPE		6.375% if earnings up to YMPE, 8.775% of earnings above YMPE		6.15%		6.5%		7% of YBE; 5.2% between YBE and YMPE; 7% of basic salary above YMPE	
University contrib: % of salary	remainder of the cost of benefits		matching contribution		matching contribution		6.15%		7.5%		matching contribution	
Pension value at retirement	2% x average salary after July 1, 1971 x years of service		2% x average salary x years of service.		2% x average salary x years of service		average of best 3 years annual salary x 2% x years of pensionable service				defined contribution plan - full value of the pension account	

CANADA	Acadia University	University of Alberta	University of Calgary	Dalhousie University	Lakehead University	University of Manitoba
MEDICAL AID						
University scheme provided	group health insurance plan	Medicare supplement insurance and dental plan	extended health care plan	Yes	Medicare supplement insurance	group health insurance plan with health care spending account
Contributory/non-contributory/other	contributory	non-contributory	contributory	contributory		contributory
Contribution by university (%)	50%	100%	up to \$14.50 a month (\$36.00 with family)	60%	100%	matching contribution for health, healthcare spending account 100% employer paid
% of medical costs covered	100% of items covered	100% of items covered	100% of items covered	provincial fee schedule	100% prescriptions; 80% most other expenses	80-100% of health care expenses
LEAVE						
Annual leave	1 month	22 days	22 days	25 days	4 weeks, 5 weeks after 17 years of service	27 days
Sabbatical/Study leave	Tenured professors: 6 or 12 months at 80% salary after 3 years of service; non-tenured professors: 6 or 12 months at 80% pay after 6 years of service. Early sabbaticals are possible at 13.3% salary.	6 or 12 months at 80% salary	After 6 years service, 6 months on full pay or 12 months at 80% pay; after 3 years' service, 6 months at 80% pay.	12 months after 6 years	6 or 12 months after 6 years of service	After 3 years full time service, 12 months at 80% salary or 6 months at 100% salary; half research study lasts for 6 months at 80% salary; probationary employees with 3 years of full-time service may be granted a six-month leave at 100% salary.
Maternity leave (see note 4)	15 weeks with salary top-up to 100% of salary.	15 weeks with salary top-up to 95% of salary.	18 weeks with salary top-up to 95% of salary.	17 weeks plus 14 weeks parental leave	17 weeks + 18 weeks of Parental Leave	2 weeks at 100% salary and 15 weeks with salary top-up to 100%. An additional 37 weeks may be taken by either partner or shared between partners - 14 weeks with 100% salary top-up and 3 weeks unpaid.

CANADA	Acadia University	University of Alberta	University of Calgary	Dalhousie University	Lakehead University	University of Manitoba
Paternity leave	10 weeks top up 100% of salary at commencement of leave	University tops up employment insurance coverage to 95% of salary for ten weeks	10 days unpaid leave	not less than 5 days	5 days	37 weeks of which 14 are paid at the difference between 95% of salary and the EI payments and the remainder is unpaid leave, which may be taken by either partner or shared between partners.
Adoption leave	see paternity leave	see paternity leave	Up to 18 weeks adoption leave with 95% salary	7 weeks plus 10 weeks parental leave	4 weeks if child is under 12 months; 5 days if child is over 12 months	see paternity leave
OTHER BENEFITS						
Housing allowance/University housing	No	No	No	Mortgage Loan	No	No
Loan of vehicle	No	No	No	No	No	No
Free tuition for dependants	No	No	No	50%	Yes	No scholarship program provides partial payment of tuition for spouses or dependants
Other benefits		Life Insurance; Disability Insurance; Professional Expense Allowance; Free tuition for staff member (limited)				

CANADA (II)	McMaster University		Memorial University		Mount Allison University		University of Ottawa		University of Saskatchewan		Simon Fraser University	
	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD	CDN\$	PPP \$USD
ANNUAL SALARY												
INSTRUCTOR/LECTURER:												
Bottom of Scale	35,244	26,904	40,458	30,884	38,217	29,173	41,453	31,644	38,100	29,084	44,146	33,699
Middle of Scale			43,871	33,489	45,063	34,399	47,343	36,140	47,256	36,073	46,469	35,473
Top of Scale			47,283	36,094	51,909	39,625	53,233	40,636	56,412	43,063	48,793	37,247
ASSISTANT PROFESSOR:												
Bottom of Scale	43,662	33,330	45,918	35,052	45,063	34,399	48,268	36,846	47,616	36,348	48,793	37,247
Middle of Scale			52,061	39,741	54,477	41,585	60,407	46,112	58,340	44,534	61,571	47,001
Top of Scale			58,203	44,430	63,890	48,771	72,545	55,378	69,063	52,720	72,358	55,235
ASSOCIATE PROFESSOR:												
Bottom of Scale	56,441	43,085	54,108	41,304	55,332	42,238	57,941	44,230	59,227	45,211	60,409	46,114
Middle of Scale			69,123	52,766	69,024	52,690	78,099	59,617	71,759	54,778	73,188	55,869
Top of Scale			84,138	64,227	82,716	63,142	98,256	75,005	84,291	64,344	83,975	64,103
PROFESSOR:												
Bottom of Scale	71,454	54,545	65,028	49,640	69,024	52,690	69,566	53,104	74,103	56,567	81,319	62,076
Middle of Scale			84,821	64,749	99,832	76,208						
Top of Scale			104,613	79,857								
PENSION SCHEME												
Pension provided	defined benefit scheme		Yes (Univ.'s own)		Yes (Univ.'s Own)		Yes (Univ.'s Own)		Yes (Univ.'s Own)		Yes	
Employee contrib: % of salary	3.5% up to YMPE		6.565% up to YBE; 4.765% between YBE and YMPE; 6.565% above YMPE		6%		4.25% up to YMPE, 6.55% above YMPE		6.82%		voluntary up to a maximum of allowable registered retirement savings plan amount	
University contrib: % of salary	matching contribution		matching contribution		7.5%		based on salary mass at the end of each year		6.82%		10% of salary less the university's contributions made on employee's behalf to the Canada Pension Plan	

CANADA (II)	McMaster University	Memorial University	Mount Allison University	University of Ottawa	University of Saskatchewan	Simon Fraser University
Pension value at retirement	based on total years of service and best 48 months salary	2% x best 5-year average salary x years pensionable service less 0.6% x average contributory earnings under CPP x years CPP service	accumulated contributions made by or on behalf of employee, plus interest earned from investments	1.3% to average YMPE and 2% above average YMPE	2% of avg. best four years salary x service less 0.4% x avg. CPP earnings for year of retirement and two previous years	value of investment-defined plan
MEDICAL AID						
University scheme provided	extended health and dental plans	Yes, supplementary to provincial health care coverage	University scheme provided	Yes - extended health care plan to supplement governmental health coverage	health and dental plans	Yes - extended health care plan to supplement governmental health coverage
Contributory/non-contributory/other		contributory	contributory	non-contributory		
Contribution by university (%)	100%	82%	50%	100% paid by University		
% of medical costs covered	Varies depending on service; university pays 100% of drug costs, plus maximum of \$6.50 for dispensing fees.	80% of major medical subject to annual maximums; 100% of prescription drugs with employee paying dispensing fee	80-100% of expenses	100%		80% medical coverage, 65-80% dental coverage
LEAVE						
Annual leave	1 month	25 days; after 10 years 30 days	23 days	1 month	20 to 30 days depending on length of service.	4 weeks
Sabbatical/Study leave	100% salary 1st leave - 85% 12 months after 6 years of service at 100% salary for first sabbatical, 85% thereafter.	3 years service = 4 months; 6 years service = 12 months sabbatical	One year at 90 % pay after six years of service; tenured employees: 6 months at 90% pay after three years of service	Yes	Eligible after 6 years, 12 months at 80% salary or 6 months at 100% salary.	3 consecutive semesters at 80% salary after 12 study leave credits, 2 consecutive semesters at 90% salary after 12 study leave credits, 1 semester at 100% salary after 12 study leave credits, 2 consecutive semesters at 80% salary after 8 study leave credits, 1 semester at 90% after 6 study leave credits

CANADA (II)	McMaster University	Memorial University	Mount Allison University	University of Ottawa	University of Saskatchewan	Simon Fraser University
Maternity leave	17 weeks with salary top-up to 85%; 35 weeks of parental leave with salary top-up to 85% for 2 weeks.	Effectively, 4 months at full pay (called "Special Assignment of Duties")	17 weeks with first 2 weeks at 95% salary and 15 weeks with salary top-up to 95%; childcare leave of 37 weeks salary top-up to 95% for 9 weeks.	20 weeks with first two weeks at 95% salary and 18 weeks of salary top-up to 95%.	17 weeks with salary top-up to 95%; 35 weeks unpaid parental leave.	parental benefits: 17 weeks 100% paid plus 35 weeks unpaid
Paternity leave	2 weeks	As for maternity	Childcare leave consists of 37 weeks during which employee receives EI; University tops up EI to 95% of salary to a maximum of 9 weeks.	52 weeks; 10 weeks are paid	12 weeks, 1 week paid	parental benefits: 17 weeks 100% paid plus 35 weeks unpaid
Adoption leave	14 weeks with salary top-up to 85% for this period of time	As for maternity	Childcare leave consists of 37 weeks during which employee receives EI; University tops up EI to 95% of salary to a maximum of 9 weeks.	52 weeks; 10 weeks are paid	Same as maternity leave	parental benefits: 17 weeks 100% paid plus 35 weeks unpaid
OTHER BENEFITS						
Housing allowance/University housing	No	No	No	No	\$6,000 repayable interest free loan for purchase of first home	
Loan of vehicle	No	No	No	No	No	No
Free tuition for dependants	eligible for tuition bursary program after three years of service	No	50% discount on tuition for dependents	Yes	No	Yes
Other benefits		Travel & professional development allowance of \$1,000 per year			Life insurance, salary continuance	

CANADA	University of Waterloo		AVERAGE FOR CANADA	
ANNUAL SALARY	CDN\$	PPP \$USD	CDN\$	PPP \$USD
INSTRUCTOR/LECTURER:				
Bottom of Scale	37,745	28,813	37,924	28,949
Middle of Scale			44,886	34,264
Top of Scale			51,532	39,337
ASSISTANT PROFESSOR:				
Bottom of Scale	48,529	37,045	45,949	35,076
Middle of Scale			56,392	43,048
Top of Scale			66,747	50,952
ASSOCIATE PROFESSOR:				
Bottom of Scale	60,932	46,513	56,570	43,183
Middle of Scale			70,937	54,151
Top of Scale			85,577	65,326
PROFESSOR:				
Bottom of Scale	78,187	59,685	70,748	54,006
Middle of Scale				
Top of Scale				
PENSION SCHEME				
Pension provided	Yes (Univ.'s own)			
Employee contrib: % of salary	4.55% up to YMPE, 6.5% of earnings above YMPE. Members can also make additional voluntary tax-deductible contributions via flex feature.			
University contrib: % of salary	minimum monthly contribution is an aggregate of members required contributions for that month			

CANADA	University of Waterloo
Pension value at retirement	(1.4% of salary up to C\$37,400 + 2.0% of excess) x years of credited service in the plan
MEDICAL AID	
University scheme provided	Yes - extended health care plan to supplement governmental health coverage
Contributory/non-contributory/other	non-contributory
Contribution by university (%)	100% (but employee pays some co-insurance for drugs and paramedic services)
% of medical costs covered	80% of items covered until yearly out of pocket expense reached, then 100% to the respective maximum
LEAVE	
Annual leave	4 weeks (5 weeks after 10 years' service or within 5 years of retirement)
Sabbatical/Study leave	6 months at 100% salary or 1 year at 80% salary after 6 years of service. In latter case, extra years of service can be used to increase pay to 100%. Early sabbaticals (6 months at 80% salary) are possible after 3 years' service.

CANADA	University of Waterloo
Maternity leave (see note 4)	17 weeks at 95% salary
Paternity leave	35 weeks parental leave to be shared with partner.
Adoption leave	same leave entitlement as for parental leave (12 weeks at 95% salary)
OTHER BENEFITS	
Housing allowance/University housing	No
Loan of vehicle	No
Free tuition for dependants	50% subsidy for children but not spouses
Other benefits	Tuition rebates

NEW ZEALAND	Auckland		Canterbury		Lincoln		Massey		Otago		Victoria U. of Wellington	
ANNUAL SALARY	NZ\$	PPP \$USD	NZ\$	PPP \$USD	NZ\$	PPP \$USD	NZ\$	PPP \$USD	NZ\$	PPP \$USD	NZ\$	PPP \$USD
ASSISTANT LECTURER:												
Bottom of Scale			39,000	27,465	39,220	27,620	38,274	26,954	37,036	26,082		
Middle of Scale			43,300	30,493	40,785	28,722	39,918	28,111	39,581	27,874		
Top of Scale			45,300	31,901	42,350	29,824	41,559	29,267	42,125	29,665		
LECTURER:												
Bottom of Scale	49,185	34,637	48,300	34,014	47,050	33,134	47,582	33,508	48,204	33,946	47,125	33,187
Middle of Scale	53,971	38,008	54,600	38,451	51,760	36,451	53,333	37,558	53,828	37,907	51,947	36,582
Top of Scale	58,755	41,377	58,800	41,408	56,460	39,761	59,082	41,607	59,452	41,868	56,770	39,979
SENIOR LECTURER:												
Bottom of Scale	62,531	44,036	61,900	43,592	60,130	42,345	59,628	41,992	62,665	44,130	59,987	42,244
Middle of Scale	70,374	49,559	70,200	49,437	70,055	49,335	71,129	50,091	70,834	49,883	67,489	47,527
Top of Scale	78,323	55,157	77,500	54,577	77,890	54,852	82,080	57,803	79,002	55,635	75,527	53,188
ASSOCIATE PROFESSOR:												
Bottom of Scale	81,726	57,554	80,500	56,690	76,590	53,937	78,795	55,489	80,876	56,955	78,206	55,075
Middle of Scale			84,800	59,718	81,950	57,711	84,270	59,345	86,232	60,727	81,422	57,339
Top of Scale			86,800	61,127	87,310	61,486	89,745	63,201	91,588	64,499	84,638	59,604
PROFESSOR:												
Bottom of Scale	93,796	66,054	89,800	63,239	86,100	60,634	91,936	64,744	92,664	65,256	88,924	62,623
PENSION SCHEME												
Pension provided	Yes (NZUSS)		Yes (NZUSS)		Yes (NZUSS)		Yes (NZUSS)		Yes (NZUSS)		Yes (NZUSS)	
Employee contrib: % of salary	minimum of 3%		minimum of 3%		minimum of 3%		minimum of 3%		minimum of 3%		minimum of 3%	
University contrib: % of salary	1.35 times employee contribution (up to 6.75%)		1.35 times employee contribution (up to 6.75%)		1.35 times employee contribution (up to 6.75%)		1.35 times employee contribution (up to 6.75%)		1.35 times employee contribution (up to 6.75%)		1.35 times employee contribution (up to 6.75%)	
Pension value at retirement	accumulated contributions made by or on behalf of employee, plus interest earned from fund investment		accumulated contributions made by or on behalf of employee, plus interest earned from fund investment		accumulated contributions made by or on behalf of employee, plus interest earned from fund investment		accumulated contributions made by or on behalf of employee, plus interest earned from fund investment		accumulated contributions made by or on behalf of employee, plus interest earned from fund investment		accumulated contributions made by or on behalf of employee, plus interest earned from fund investment	

NEW ZEALAND	University of Auckland	University of Canterbury	Lincoln University	Massey University	University of Otago	Victoria University of Wellington
MEDICAL AID						
University scheme provided		No, but private group schemes available with Southern Cross Health, at 20% discount	N/A	No	No	
Contributory/non-contributory/other		N/A				Yes
Contribution by university (%)		N/A				No employer contribution
% of medical costs covered		N/A				Nil
LEAVE						
Annual leave	4 weeks	20 days	6 weeks	20 days + 4 University holidays	20 days for less than 5 years of service, 25 days thereafter	17 Working days
Sabbatical/Study leave	up to one year with eligibility based on past service to the University	1 year every 6 years in service			up to 1 year every 7 years (plus additional financial support up to a specified maximum after 7 years' service)	2 mths/year of service
Maternity leave		up to 12 month leave total, including 6 weeks paid leave	6 weeks paid 46 weeks unpaid	6 weeks paid (in accordance with the provisions of the Parental Leave and Employment Protection Act 1987)	6 weeks paid leave and 8 weeks unpaid (plus an additional 10 days special leave during pregnancy). An additional 54 weeks of unpaid leave may be taken by either partner or shared between partners.	14 weeks as a part of 52 weeks of Parental Leave of which 9 weeks is paid.

NEW ZEALAND	University of Auckland	University of Canterbury	Lincoln University	Massey University	University of Otago	Victoria University of Wellington
Paternity leave		up to 12 month leave total, including 6 weeks paid leave	6 weeks paid 46 weeks unpaid	6 weeks paid	2 weeks paid leave or in the place of maternity, 6 weeks paid leave. An additional 54 weeks of unpaid leave which may be taken by either partner or shared between partners.	2 weeks as part of 52 weeks Parental Leave of which 9 weeks is paid leave
Adoption leave		up to 12 month leave total, including 6 weeks paid leave		6 weeks paid	6 weeks paid leave and 8 weeks unpaid, if child is under 5. An additional 54 weeks of unpaid leave which may be taken by either partner or shared between partners.	as for Parental leave
OTHER BENEFITS						
Housing allowance/University housing			N/A			
Loan of vehicle			N/A			No
Free tuition for dependants			N/A			No
Housing allowance/University housing		Houses available for new appointees for up to 3 months at standard commercial rates				No
Loan of vehicle		No				
Free tuition for dependants		No				

NEW ZEALAND		University of Waikato		AVERAGE FOR NEW ZEALAND	
ANNUAL SALARY	NZ\$	PPP \$USD	NZ\$	PPP \$USD	
ASSISTANT LECTURER:					
Bottom of Scale			38,383	27,030	
Middle of Scale			40,896	28,800	
Top of Scale			42,834	30,164	
LECTURER:					
Bottom of Scale	46,564	32,792	47,716	33,603	
Middle of Scale	51,904	36,552	53,049	37,358	
Top of Scale	57,244	40,313	58,080	40,902	
SENIOR LECTURER:					
Bottom of Scale	59,641	42,001	60,926	42,906	
Middle of Scale	69,627	49,033	69,958	49,266	
Top of Scale	80,347	56,582	78,667	55,399	
ASSOCIATE PROFESSOR:					
Bottom of Scale	77,078	54,280	79,110	55,711	
Middle of Scale			83,735	58,968	
Top of Scale	86,340	60,803	87,737	61,787	
PROFESSOR:					
Bottom of Scale (a)	89,065	62,722	90,326	63,610	
PENSION SCHEME					
Pension provided	Yes (NZUSS)				
Employee contrib: % of salary (b)	minimum of 3%				
University contrib: % of salary	1.35 times employee contribution (up to 6.75%)				
Pension value at retirement	accumulated contributions made by or on behalf of employee, plus interest earned from fund investment				

NEW ZEALAND	University of Waikato
MEDICAL AID	
University scheme provided	
Contributory/non-contributory/other	
Contribution by university (%)	
% of medical costs covered	
LEAVE	
Annual leave	4 weeks
Sabbatical/Study leave	
Maternity leave	52 weeks pursuant to the <i>Parental Leave and Employment Protection Act 1989</i>
Paternity leave	26 weeks/less than 12 months & 52 weeks for more than 12months service
Adoption leave	N/A
OTHER BENEFITS	
Housing allowance/University housing	
Loan of vehicle	
Free tuition for dependants	
Housing allowance/University housing	
Loan of vehicle	
Free tuition for dependants	

SOUTH AFRICA	University of Cape Town		Stellenbosch University		University of Natal		University of Port Elisabeth		University of Pretoria		Average for South Africa	
ANNUAL SALARY	RAND	PPP \$USD	RAND	PPP \$USD	RAND	PPP \$USD	RAND	PPP \$USD	RAND	PPP \$USD	RAND	PPP \$USD
JUNIOR LECTURER:												
Bottom of Scale					59,544	15,587					59,544	15,587
Middle of Scale					67,492	17,668					67,492	17,668
Top of Scale					77,024	20,163					77,024	20,163
LECTURER:												
Bottom of Scale	161,373	42,244	139,568	36,536	86,563	22,660	86,820	22,728	123,066	32,216	119,478	31,277
Middle of Scale					119,125	31,185	113,628	29,746			116,377	30,465
Top of Scale	201,717	52,805	194,854	51,009	148,932	38,987	144,243	37,760	164,448	43,049	170,839	44,722
SENIOR LECTURER:												
Bottom of Scale	177,511	46,469	169,331	44,327	119,133	31,187	113,628	29,746	143,757	37,633	144,672	37,872
Middle of Scale					148,909	38,981	138,120	36,157			143,515	37,569
Top of Scale	221,888	58,086	236,781	61,985	174,874	45,779	163,299	42,748	186,135	48,726	196,595	51,465
ASSOCIATE PROFESSOR:												
Bottom of Scale	204,137	53,439	184,176	48,214	148,911	38,982	144,243	37,760	178,740	46,791	172,041	45,037
Middle of Scale					174,871	45,778	156,927	41,080			165,899	43,429
Top of Scale	255,172	66,799	258,782	67,744	195,131	51,081	176,043	46,085	220,116	57,622	221,049	57,866
PROFESSOR:												
Bottom of Scale	234,758	61,455	214,961	56,273	161,957	42,397	156,927	41,080	220,116	57,622	197,744	51,765
Top of Scale							210,936	55,219			210,936	55,219
PENSION SCHEME												
Pension provided	Yes		Yes		Yes		Yes		Yes			
Employee contrib: % of salary	non contributory		Included in package		0		0		Pension Scheme 7.5%			
University contrib: % of salary	22.50%		Included in package		0		0		Pens S 15.5% Prov F 7.5%			
Pension value at retirement	100%				0		+ 15%					
MEDICAL AID												
University scheme provided	Yes		Yes		Yes		Yes		Yes			
Contributory/non-contributory/other	non contributory				contributory		contributory		35% or 50% depending on appointment			
Contribution by university (%)	employee allocation from package		Included in package		1		1		65% or 50% depending on appointment			
% of medical costs covered					Approx. 80% of Scale of Benefits							

SOUTH AFRICA	University of Cape Town	Stellenbosch University	University of Natal	University of Port Elisabeth	University of Pretoria
LEAVE					
Annual leave	1 calendar month	38 days (16 days accumulative)	25 days (non-accumulative)	16 days	42 days
Sabbatical/Study leave	2 months study & research leave	30 days for each year of service, accumulated to a maximum of 250 days	33 days (accumulative, if taken in quarters of 66 days)	maximum of 96 days	30 days
Maternity leave	4 months fully paid maternity leave	3 months at 100% salary or 4 months at 75% salary	90 days	3 months paid, with an additional 3 months unpaid	3 months
Paternity leave	1 week	3 working days per birth to a maximum of 23 working days in a cycle of 3 years	3 days under annual Family Responsibilities Leave	No	3 days under annual Family Responsibilities Leave
Adoption leave	4 months fully paid maternity leave	Same as Maternity leave	included in above	No	As above
OTHER BENEFITS					
Housing allowance/University housing	N/A	Included in Package	7968 p.a.	R10740 p.a. for full time permanent staff; R6636 p.a. for part time permanent staff	Yes
Loan of vehicle	car scheme - 5 years at 16%	1% below prime rate	travel allowance for deans		for senior managers only
Free tuition for dependants	75% discount	Yes	Yes	Yes	Yes, dependants pay only registration fee

UNITED KINGDOM	Coventry University		Leeds University		Oxford University		St. Andrews University		AVERAGE FOR UK	
ANNUAL SALARY	£	PPP \$USD	£	PPP \$USD	£	PPP \$USD	£	PPP \$USD	£	PPP \$USD
LECTURER A: (see note 1)										
Bottom of Scale	16,575	21,216	20,470	26,202	20,470	26,202	20,470	26,202	19,496	24,955
Middle of Scale	21,794	27,896	22,522	28,828	26,491	33,908	22,522	28,828	23,332	29,865
Top of Scale (see note 2)	26,688	34,161	24,435	31,277	41,570	53,210	23,373	29,917	29,017	37,141
LECTURER B: (see note 1)										
Bottom of Scale	24,906	31,880	25,455	32,582			25,455	32,582	25,272	32,348
Middle of Scale	28,905	36,998	28,602	36,611			28,602	36,611	28,703	36,740
Top of Scale	32,910	42,125	36,355	46,534			32,537	41,647	33,934	43,436
SENIOR LECTURER OR READER:										
Bottom of Scale	31,131	39,848	34,158	43,722	36,355	46,534	34,158	43,722	33,951	43,457
Middle of Scale	35,133	44,970	36,355	46,534	39,044	49,976	36,355	46,534	36,722	47,004
Top of Scale	39,141	50,100	41,732	53,417	41,732	53,417	39,608	50,698	40,553	51,908
PROFESSOR:										
Bottom of Scale			39,394	50,424	45,338	58,033	42,201	54,017	42,311	54,158
PENSION SCHEME										
Pension provided					Universities Superannuation Scheme (USS)		Universities Superannuation Scheme (USS)			
Employee contrib: % of salary					6.35%		6.35%			
University contrib: % of salary					14%		14%			
Pension value at retirement					1/80th for every year of service, with 40/80th as the maximum	40/80ths is the maximum	Annual pension of 1/80th and a tax free lump sum of 3/80ths of pensionable salary for each year of pensionable service			
MEDICAL AID										
University scheme provided					BUPA					
Contributory/non-contributory/other										
Contribution by university (%)					0%					
% of medical costs covered					30% reduction on standard rates					

UNITED KINGDOM	Coventry	Leeds	Oxford	St. Andrews
LEAVE				
Annual leave			20 days, with additional leave available with permission from head of department	Not Specified
Sabbatical/Study leave			1 terms of leave for every 6 terms worked	1 Semester every 4 yrs
Maternity leave			18 weeks full pay, 22 weeks unpaid; or 8 weeks full pay, 16 weeks 1/2 pay, 28 weeks unpaid	16 wks full pay, 36 wks unpaid
Paternity leave			5 days full pay	2 weeks full pay
Adoption leave			in process of preparing policy	6 weeks full pay
OTHER BENEFITS				
Housing allowance/University housing			Available to Tutorials through colleges; Housing allowance or college rooms available - amounts paid vary with the college concerned	
Loan of vehicle			N/A	
Free tuition for dependants			N/A	

UNITED KINGDOM	Coventry	Leeds	Oxford	St. Andrews
Other Benefits			Staff Nurseries & Playschemes, Relocation expenses, sports facilities, access to OU facilities e.g. Botanical Gardens, Christchurch Picture Gallery; eye tests for VDU operators, Season ticket loans, bus pass loans, parking permits, staff training including IAUL, Language Centre, OU shop, stationery, office discounts, staff restaurants	

Note 1: Oxford University uses one scale for the equivalent of Lecturer A and Lecturer B.

Note 2: The salary for the top of scale of lecturers includes additional college payments.

OTHER COMMONWEALTH COUNTRIES	Universiti Putra Malaysia		National University of Singapore	
ANNUAL SALARY	RM	PPP \$USD	s\$	PPP \$USD
INSTRUCTOR/LECTURER:				
Bottom of Scale	26,568	14,926		
Middle of Scale	39,345	22,104		
Top of Scale	57,234	32,154		
ASSISTANT PROFESSOR:				
Bottom of Scale			72,000	55,385
Middle of Scale			108,000	83,077
Top of Scale			144,000	110,769
ASSOCIATE PROFESSOR:				
Bottom of Scale	50,526	28,385	108,000	83,077
Middle of Scale	59,179	33,247	156,000	120,000
Top of Scale	70,926	39,846	204,000	156,923
PROFESSOR:				
Bottom of Scale (a)	92,070	51,725	168,000	129,231
PENSION SCHEME				
Pension provided	Gratuity, KWSP		Yes (University's own)	
Employee contrib: % of salary	11%		20% (up to age 55); 12.5% (55-60); 7.5% (60-65); 5% (above 65)	
University contrib: % of salary	12%		16% (up to age 55); 6% (55-60); 3.5% (above 60)	
Pension value at retirement	1/2 payment of the last salary		Lump sum equal to total of their contribs + total of University contribs + interest earned from fund investment.	
MEDICAL AID				
University scheme provided	RM30.00 per visit to panel clinic		Yes	

OTHER COMMONWEALTH COUNTRIES	Universiti Putra Malaysia	National University of Singapore
Contributory/non-contributory/other	RM100.00 per year for dental treatment	contributory
Contribution by university (%)		1% of salary for hospitalisation subject to limit of S\$70 per month; S\$350 per year for outpatient treatment
% of medical costs covered		100% of benefits offered
LEAVE		
Annual leave	30 days	28 days
Sabbatical/Study leave	9 months after 48 months	up to 10 months after 6 years of service
Maternity leave	60 days	8 weeks paid leave
Paternity leave	3 days	No
Adoption leave		
OTHER BENEFITS		
Housing allowance/University housing	RM700.00 per month in lieu of university houses provided, upon request	Staff housing loan scheme: 5% interest on the first S\$750,000, then 1% below lowest public rate for excess. University subsidises the difference between the lowest rate and 5%.
Loan of vehicle		Loan scheme for vehicle purchase
Free tuition for dependants		No

**Appendix B:
AUT Salary Scales
for the United Kingdom**

AUT SALARY SCALES	Pre 1992 universities		Post 1992 universities		Post 1992 universities in London		Pre 1992 universities in London		Scottish Universities		Average	
	£	PPP \$USD	£	PPP \$USD	£	PPP \$USD	£	PPP \$USD	£	PPP \$USD	£	PPP \$USD
LECTURER A:												
Bottom of Scale	22,191	28,404	19,575	25,056	24,325	31,136	20,177	25,827	23,296	29,819	21,913	28,048
Middle of Scale	23,709	30,348	23,130	29,606	26,582	34,025	24,608	31,498			24,507	31,369
Top of Scale	25,451	32,577	26,686	34,158	28,839	36,914	29,039	37,170			27,504	35,205
LECTURER B:												
Bottom of Scale	26,270	33,626	24,906	31,880	27,040	34,611	25,508	32,650			25,931	33,192
Middle of Scale	31,393	40,183	28,904	36,997	31,038	39,729	30,386	38,893			30,430	38,951
Top of Scale	37,629	48,165	32,910	42,125	35,044	44,856	35,263	45,137	37,629	48,165	35,695	45,690
SENIOR LECTURER OR READER:												
Bottom of Scale	35,521	45,467	31,129	39,845	33,263	42,577	31,731	40,616	30,660	39,245	32,461	41,550
Middle of Scale	39,320	50,330	35,132	44,969	37,266	47,700	36,613	46,864	37,171	47,579	37,100	47,488
Top of Scale	43,607	55,817	39,141	50,100	41,275	52,832	41,494	53,112	41,876	53,601	41,479	53,093
PROFESSOR:												
Bottom of Scale	40,841	52,276					2,353	3,012			21,597	27,644

Appendix C:
Comparison of salaries using Big Mac Index and
OECD Purchasing Power Parities

ANNUAL SALARY	Australia		Canada		New Zealand		UK	
	Big Mac	OECD	Big Mac	OECD	Big Mac	OECD	Big Mac	OECD
ASSISTANT LECTURER:								
Bottom of Scale	31,136	27,214			27,030	26,289		
Middle of Scale	37,007	32,346			28,800	28,011		
Top of Scale	41,997	36,709			30,164	29,338		
LECTURER:								
Bottom of Scale	44,198	38,633	28,949	31,603	33,603	32,682	24,955	29,811
Middle of Scale	48,255	42,179	34,264	37,405	37,358	36,335	29,865	35,676
Top of Scale	52,446	45,841	39,337	42,943	40,902	39,781	37,141	44,368
SENIOR LECTURER:								
Bottom of Scale	54,093	47,281	35,076	38,291	42,906	41,730	32,348	38,642
Middle of Scale	58,134	50,813	43,048	46,994	49,266	47,917	36,740	43,888
Top of Scale	61,595	53,839	50,952	55,622	55,399	53,882	43,436	51,887
ASSOCIATE PROFESSOR:								
Bottom of Scale	65,067	56,874	43,183	47,141	55,711	54,185	43,457	51,912
Middle of Scale	68,084	59,510	54,151	59,115	58,968	57,353	47,004	56,149
Top of Scale	71,651	62,629	65,326	71,314	61,787	60,094	51,908	62,008
PROFESSOR:								
Bottom of Scale (a)	83,463	72,953	54,006	58,956	63,610	61,867	54,158	64,696

The table above shows salary conversions for academic salaries for four Commonwealth Countries for which an OECD PPP⁵ was available. The conversions using the Big Mac Index and the OECD Purchasing Power Parities are included for comparison purposes. There is a significant difference between the resulting salaries according to whether the Big Mac Index or the OECD PPP were used for conversions. Both Australian and New Zealand salaries are lower when the OECD PPP is used, in fact the difference in salaries for Australia is quite marked. If an average full professor's salary is converted using the OECD PPP it is \$10,510 lower than it would be using the Big Mac Index. Conversely, use of the OECD PPP means that Canadian and United Kingdom average salaries are higher than if the Big Mac is used (a full professor's is \$10,696 higher in the case of the United Kingdom).

⁵ "Purchasing Power Parities (PPPs) for OECD countries 1970-2002". 2002 data used. www.oecd.org/statistics/0,2643,en_2649_34357_1_119656_1_1-1,00.html. Accessed 29 July 2003.

However, most of the country trends that were found using the Big Mac are still evident when use is made of the OECD PPP. Australian average salaries still appear to be higher than for the other three countries, while lecturer grade through to associate professor grade New Zealand salaries are second highest. Use of the OECD PPP means that in the main, Canadian salaries appear to be the lower than United Kingdom ones, a trend not found when the Big Mac Index is employed.

This brief comparison makes use of the OECD PPP data widely available within the public domain, the 'PPP for GDP' data. The authors acknowledge that PPP for Private Consumption is a more suitable measure for salary comparison. However, as this data is not published by the OECD they suggest that PPP for GDP can be used as a proxy for Private Consumption figures. This is because it is more difficult to get consistent time series for PPPs for Private Consumption across countries and over time.