

**The Association
of Commonwealth
Universities**

**Association of Commonwealth Universities
2006-07 Academic Staff Salary Survey**

Jay Kubler and Mary Catharine Lennon

**Policy Research Unit
Association of Commonwealth Universities
May 2007**

~ CONTENTS ~

Executive Summary	~	i
1 Introduction	~	1
Notes on data	~	2
- Sample		
- The survey		
- Academic staff categories		
- The academic year		
- Weighting and salary loading		
- Currency conversions		
- Big Mac currency index		
2 Pay settlements and negotiations	~	6
- Australia and New Zealand		
- Canada		
- Malaysia		
- New Zealand		
- South Africa		
- United Kingdom		
3 Analysis of salary and benefits data	~	14
Analysis of salary scales by country	~	15
- Australia		
- Canada		
- New Zealand		
- South Africa		
- United Kingdom		
Analysis of benefits by country	~	22
- Australia		
- Canada		
- New Zealand		
- South Africa		
- United Kingdom		
Summary of salary data	~	30
Summary of benefits	~	34
4 Conclusion	~	35

Appendices

- Appendix A: Country profiles: Salaries
- Appendix B: Country profiles: Benefits
- Appendix C: Big Mac Index and World Bank PPP comparison table
- Appendix D: National Salary Spine, UK
- Appendix E: Salary scales in the legal profession for Australia, Canada, New Zealand and the United Kingdom

Tables

- Table 1: Participating countries..... 6
- Table 2: Comparative academic posts..... 7
- Table 3: Comparative purchasing power parity indices 2001-06... 9
- Table 4: Salary averages using Big Mac index..... 18
- Table 5: Salary averages using standard exchange rates..... 19
- Table 6: Six year rankings..... 36

Figures

- Figure 1: Average salary scale midpoints (PPP)..... 35
- Figure 2: Average salary scale midpoints (US\$)..... 35
- Figure 3: Overall average 2000-01..... 37
- Figure 4: Percentage increase/decrease since 2001..... 38

Acronyms

- ACU Association of Commonwealth Universities
- AUS Association of University Staff (New Zealand)
- AUT Association of University Teachers (UK)
- AWA Australian Workplace Agreement
- BMI Big Mac index
- CAUT Canadian Association of University Teachers
- HEFCE Higher Education Funding Council for England
- HERA Higher Education Role Analysis (UK)
- HESA Higher Education South Africa
- HEWRR Higher education workplace relations requirements
- JNCHES Joint Negotiating Committee for Higher Education Staff (UK)
- NTESU National Tertiary Education Staff Union (South Africa)
- NTEU National Tertiary Education Union (Australia)
- PPP Purchasing power parity
- SAUVCA South African University Vice Chancellors Association
- UCU University and College Union (UK)
- USS University superannuation scheme (UK)
- YMPE Yearly maximum pensionable earnings (Canada)

The authors are happy to receive any comments on the 2006-07 ACU Salary Survey:

Ms Jay Kubler is the senior research officer at the Policy Research Unit of the ACU – j.kubler@acu.ac.uk

Ms Mary Catherine Lennon is the research assistant at the Policy Research Unit of the ACU – m.lennon@acu.ac.uk

Executive Summary

The 2006/07 ACU Salary Survey examines academic salary scales and associated benefits in 46 institutions across five Commonwealth countries: Australia, Canada, New Zealand, South Africa, and the United Kingdom. The purpose of this study is to provide comparative trend analysis and potentially useful indicators for academic policy-makers and stakeholders. This is the sixth survey on academic salaries and benefits undertaken by the Association of Commonwealth Universities.

Salaries

The survey compares salary scales for academic staff from the point of entry up to professorial level. The salary scales are analysed using a purchasing power parity (PPP) conversion factor which incorporates the cost of living into the currency conversion (all currencies are expressed in US dollars) and provides a better basis for international comparisons of the currency values.

Respondents provided details of the bottom and top of the scale for the following positions: lecturer, senior lecturer, associate professor and professor (bottom of scale).¹ To calculate the averages, the midpoint of each scale was averaged across the responses; it should be noted that these reflect the average of the scale and not the average of actual salaries received by staff at the participating institutions. In some institutions for example salaries may be weighted at the upper end of the scale and at others at the lower end. Our analysis, however, focuses on comparing the scales for different posts across an international sample rather than the concentration of salaries within the scale, which could be influenced by a number of different variables at different institutions.

The average midpoints for the salary scales, across all respondents and by post, are:

- Professor PPP \$80,703 (average at bottom of scale)
- Associate Professor PPP \$74,306
- Senior Lecturer PPP \$62,437
- Lecturer PPP \$52,129

Institutions in Australia, New Zealand and South Africa also provided salary scales for the position of associate or assistant lecturer where the mid-point was PPP \$42,738.

The findings show that the overall average for each post was raised considerably by Australia with the UK, New Zealand and South Africa consistently falling below the average for each position.

Salaries were compared with national per capita GDP to illustrate relative earnings against overall wealth. The survey found that academics enjoy earnings well above per capita GDP in

¹ Different designations for academic posts are used in the countries surveyed. See the 'notes on data' section for details of the comparative structure applied to academic posts across the five countries.

the countries surveyed. Overall salary scale averages range from two to four times per capita GDP across the responding countries. However, compared with the salaries of graduate professionals in the private sector, academic salaries generally performed poorly. Moreover, evidence from some of the countries indicates that academic salaries have not grown in step with salaries in other parts of the public sector.

Key findings:

- Australian academic pay scales, at all levels, continue to be above those of the other responding countries in terms of purchasing parity, the overall average of the midpoints of the salary scales (including the bottom of the professorial scale) is PPP\$80,859. This is 26% higher than Canada, ranked second in the survey, a significant increase since the last survey.
- The pay differential between Australia and Canada is much more pronounced at the upper end of the academic spectrum.
- Canada ranks second overall with an average of PPP\$63,969 and the UK trails closely behind Canada with an average of PPP\$63,735. Across all post levels this represents a difference of less than 0.4%. The gap between Canada and the UK is much smaller than in the 2004/05 survey.
- New Zealand (PPP\$56,024) and South Africa (PPP\$52,232) continue to be ranked fourth and fifth, respectively.
- South Africa has the highest salary scales relative to national per capita GDP. South African salaries scales are also the most differentiated of all the countries.
- The level of growth in the academic salaries scales since the last survey was highest in South Africa. This may reflect the impact of restructuring and investment in South African higher education over the past few years.
- When comparing academic salary scales with salaries in the legal profession (for which recent comparative information is available in most of the countries surveyed) academic salaries compare poorly.

It should be noted that these salaries reflect the established scales of the university; they do not reflect any additional bonus sums or pay incentives that might be received by staff. Some institutions indicated in the additional benefits section that discretionary bonuses do exist at their institutions but this was not the case at all institutions.

Associated benefits

Benefits that are provided to academics alongside salaries are important elements of the overall compensation package provided. The survey looks at associated benefits such as pension, leave entitlement, medical coverage and other rewards and supplements incorporated into professional compensation.

Key Findings:

Pension benefits

- Pensions schemes are offered at 97% of the institutions included in this survey. Australia, New Zealand and the United Kingdom have pension schemes specifically for employees in the higher education sector.
- Employee contributions to pensions range from 3-8% across the countries, whilst employer contributions ranged more broadly between 6% and 17%. Only South Africa offers non-contributory pension schemes.

Medical benefits

- Medical aid is provided in the majority of Canadian and South African universities, other countries do not generally have supplementary plans to the state funded health care provision.

Leave entitlement

- Leave conditions vary between countries and institutions though all offer fixed annual and parental leave.
- Typically 21-30 days annual leave is provided with a few institutions reporting slightly more or less than this. On average six months to one year sabbatical leave is accrued after six years services.
- Parental leave (generally referring to maternity and adoption leave) tends to be one year inclusive of paid and unpaid leave. Paternity leave tends to be shorter, most commonly 10 working days, although in some countries/institutions parental leave can be taken by either parent.
- Carer or family leave is offered in over half the institutions, tending to be 10 days or less. It often comes in the form of bereavement leave, or takes the place of personal sick days.

Additional benefits

- Relocation allowances are the most common benefit across the countries and institutions surveyed.
- The UK is the only country where institutions reported childcare allowance.
- Bonuses/incentives in critical discipline areas are reported in all countries except New Zealand. The most common disciplines in receipt of such benefits are medicine, law and business.
- New Zealand respondents reported very few benefits beyond pension and leave.
- The majority of South African institutions offer free tuition for dependants; this was also common among the Canadian institutions.
- Overall, Canadian and South African institutions were most likely to report additional benefits at their institutions.

The report highlights the continued strong position of Australian academics in terms of pay and certain benefits (pension and leave entitlement). New Zealand is continuing to improve on the level of growth in the salaries offered but remains well behind its neighbour Australia, using both PPP and standard exchange rates, and also falls behind Canada and the UK. There are significant signs of salary growth in South Africa compared with previous years. Overall the salary rankings of countries have remained the same as the last two surveys.

Although this is not a comprehensive survey of institutions or countries, the ACU salary survey provides useful indicators of the trends in academic salaries and benefits internationally. A full data set for 2006-07 is provided in the appendices, allowing for direct comparisons between responding institutions.

1 Introduction

The recruitment and retention of academic staff is a critical issue for universities in an increasingly competitive and global higher education (HE) sector. The remuneration, benefits and conditions for academic staff are an important factor in the ability of institutions to successfully recruit and retain good quality staff at their institutions. Moreover, as academics become more mobile and institutions look to develop their international standing for teaching and research, institutions are more inclined to broaden their search for academic staff across national boundaries. Within this context the international comparative standing of remuneration and conditions is a key issue for higher education staff and policy makers.

This is the sixth survey of academic salaries and benefits that the Association of Commonwealth Universities (ACU) has undertaken since 1997. Originally conducted under the auspices of the Commonwealth Higher Education Management Service (CHEMS), the ACU salary survey remains one of the few ongoing international studies of academic salaries. The survey compares salaries and related terms and conditions for academic staff in select Commonwealth countries, providing a useful comparative tool for policy makers, administrators and academics. It is publicly accessible and therefore able to reach a broad audience of educational stakeholders.

Collecting data and comparing international salaries is not without its difficulties. A report written on university staff remuneration in New Zealand outlined the following difficulties in cross-country comparisons:

- lack of publicly available information;
- different interpretations of key indicators relating to salaries and resources;
- existence of different funding systems and the diversity of funding sources for universities; and
- differences in the reporting of financial performance.²

Added to this is the question of which countries are suitable for comparison. The Commonwealth incorporates a wide range of social and economic contexts as well as differing HE systems. Some of the smaller Commonwealth countries have no established HE system or university sector, other countries have very limited HE capacity and resources while others still have globally competitive, world class sectors. Nonetheless, HE systems in the Commonwealth have a shared heritage and, in most cases, a shared language, consequently there is a long standing tradition of mobility among academic staff within the Commonwealth. In this survey we try to achieve some balance between the regional spread of institutions and the representation of countries that are broadly comparable in terms of actively operating and competing in the global higher education sector.³ Whilst the survey is

² Deloitte (2005) *University Staff Remuneration and Resourcing*, Association of University Staff, New Zealand. Available at: <http://www.aus.ac.nz/Research/Deloitte05/DeloittesFundingPaper.pdf>

³ Unlike previous years, we were unfortunately unable to include any responses from Asia in this survey.

restricted to the Commonwealth, and does not provide comprehensive coverage of institutions in participating countries, it does provide an important international dimension to the analysis of academic salaries and conditions.

Data for this survey were collected between January and March 2007. The previous survey covered data for the 2004/05 academic year. Salary data have been collected from 46 institutions in five countries, in some cases this data were collected from information available in the public domain rather than directly from institutions, although all data were verified by the institutions.

Countries included are: Australia (11 responding institutions), Canada (nine), New Zealand (eight), South Africa (nine) and the UK (10). The response rate from the different countries is variable, with broader institutional representation from Australia, Canada, New Zealand.

The survey includes profiles for each country, providing a brief overview of the structures and processes involved in pay determination and the nature of benefits and conditions. Where available, information on national salary negotiations/procedures is provided. In the salary analysis, data are compared with professional salary scales in the private sector, based on available information. Per capita GDP for each country is also included to indicate how the academic salaries fare in their national economic context.

Notes on data

The Sample

The participating institutions vary from the previous survey and this might account for some of the changes in salary data beyond the incremental and inflationary changes that take place over time. The table below lists the participating institutions and highlights in bold institutions that participated in the last salary survey.

Table 1: Participating universities

Australia	Canada	New Zealand	South Africa	United Kingdom
Australian Catholic University	Brock University	University of Auckland	University of Cape Town	Cardiff University
Australian National University	Memorial University	Auckland University of Technology	University of the Free State	Cranfield University
Charles Sturt University	Mount Allison University	Canterbury University*	University of KwaZulu Natal	Durham University
Edith Cowan University	University of Northern British Columbia	Lincoln University*	North West University	University of Glasgow
Flinders university	Royal Roads University	Massey University*	University of Pretoria	University of Leeds
Southern Cross University	University of Saskatchewan	University of Otago*	University of Witwatersrand	Nottingham Trent University
University of South Australia	Trent University	Victoria University	Nelson Mandela Metropolitan University	Oxford Brookes University
University of the Sunshine Coast	Waterloo University	University of Waikato	Stellenbosch University	University College London
University of Tasmania	Dalhousie University			University of Stirling
Victoria University				University of Wales, Newport
University of Western Australia				

*Salary data collected from the Association of University Staff NZ website: http://www.aus.ac.nz/pay_conditions/academicsalaries.htm

The survey

The format of the questionnaire was slightly amended this year to make it easier for respondents to complete and to simplify and standardise some of the data. In the case of salaries, this year institutions were asked to provide details of the top and bottom of the salary scale for each post and the averages used for comparison constitute the mean average of the top and bottom of the scale (or the midpoint) - institutions were not asked to provide details of mid-scale salaries as in previous years. Where data is compared with previous surveys the same calculations are used as the basis for comparison. As in previous surveys the top end of the professorial scale was not requested because most institutions do not have an established cap for this scale. Nonetheless, some institutions that have a cap on the professorial scale have volunteered this information and this is included in the tables in Appendix A.

Academic staff categories

The definitions of academic staff categories vary across countries, which can make the process of cross-country comparison difficult. In Canada, for example, most institutions use three broad levels of categorisation (assistant professor, associate professor and professor) whereas the other countries represented tend to use four levels. Canada also has the category of lecturer, which is applied most commonly to temporary staff or staff without research responsibilities and is therefore not directly equivalent to the designation of lecturer in the other countries represented. In consultation with associates who have knowledge and experience of the Canadian system as well as the other systems represented it was decided that the position of lecturer equated better with the post of assistant lecturer used in Australia (see note below) and New Zealand, whereas assistant professor (the standard entry point academics in Canada) compared best with the post of lecturer in other countries. For the purposes of comparison the following structure is used as the basis of our comparison (this has been slightly amended from the comparative structure used in previous surveys).

Table 2: Comparative academic posts

Aus*/NZ	Canada	UK ⁴	South Africa
Professor (E)	Professor	Professor	Professor
Associate Professor (D)	Associate Professor	Reader/Senior/Principal Lecturer	Associate Professor
Senior Lecturer(C)	-	Lecturer (B)	Senior lecturer
Lecturer (B)	Assistant Professor (entry level permanent academics)	Lecturer (A)	Lecturer
Assistant Lecturer (A)	Lecturer	-	Assistant Lecturer

* In Australia academic positions are now separated into 5 bands of classification: 'A' to 'E'. Level A (formerly 'assistant lecturer') represents the base level of entry for teaching staff at the university (usually at undergraduate level only and without a research portfolio), level B generally refers to entry level academic staff on a permanent contract with research responsibilities and level E equates to the professorial level. There is a decrease in references to specific titles. However, for ease of analysis and comparison the old titles will be referred to, with the new categories in parenthesis.

⁴ The distinction of lecturer A and B in the UK does not equate to the Australian system and tends to be used at pre-1992 universities. In new post-1992 universities lecturer B equates to the post of senior lecturer while the post of principal lecturer at new universities is the equivalent of the senior lecturer or reader at old universities.

The academic year

It should be noted that the structure of the academic year differs from country to country. For example, in Canada and the UK, the academic year starts in September/October, while in Australia, New Zealand and South Africa, it begins in February/March. Salaries for a given year may, therefore, cover different periods, but all should reflect the equivalent academic year.

Weighting and salary loading

The salaries are not weighted by the number of staff at a particular point in the scale and do not reflect the variations in salaries given to different categories of staff within the institutions. The aim of this survey is compare the scales available at different academic staff levels across the institutions. The salary averages represent the averages of the scales based on the mean average, or midpoint, of the scale for each academic post highlighted above. Moreover, salaries do not reflect any additional bonus sums or pay incentives that might be received by staff.

Currency conversions

A simple currency conversion does not provide an adequate basis of comparison. Currency valuations fluctuate and do not take into account the different costs of living between countries. In order to provide more accurate comparisons, all salary figures have been converted to US dollars using a Purchasing Power Parity (PPP) conversion factor. The World Bank definition of Purchasing Power Parity is the “rate of currency conversion at which a given amount of money will purchase the same goods and services in two countries.”⁵

Using a PPP conversion factor attempts to equalise the purchasing power of different currencies. The PPP conversion is calculated by comparing the price of ‘standard’ goods, broadly identical across countries, and using this to establish the exchange value into a single comparable currency, usually expressed in US dollars. The differences between PPP conversions and standard exchange rates can be substantial. An example from our data shows the top of the scale for associate professor in Cape Town is US\$83,104 using a PPP conversion factor, but drops significantly to US\$50,332 when using the exchange rate at the time of analysis (a difference of US\$32,772 in purchasing power).⁶

Big Mac currency index (BMI)

This is the third survey to use the ‘Big Mac Currency Index’ (BMI) produced by the Economist. The BMI is based on a PPP model using the variable cost of the McDonald’s Big

⁵ World Bank (2006) *International Comparison Programme 2003-2006 Handbook*, World Bank, Washington, D.C. Chapter 1, p.3. Available at <http://web.worldbank.org/WBSITE/EXTERNAL/DATASTATISTICS/ICPEXT/0,,contentMDK:20126612~pagePK:60002244~piPK:62002388~theSitePK:270065,00.html>

⁶ Conversion rates were taken from February 2007. The following exchange rates to USD were used: Australia – 1.27; Canada – 1.18; New Zealand – 1.44; South Africa – 7.43; United Kingdom – 0.52

Mac to establish a comparative exchange index. The BMI has been accepted as a suitable method to compare purchasing power across national borders.⁷

There are, however, acknowledged controversies and limitations in using an index that is based on a single and highly branded product rather than a 'standard basket of goods'. Other PPP measurements tend to be based on a much broader survey of comparable goods and services. Given that the value of goods and services can differ from country to country due, in part, to variable supply and demand. The World Bank posits that for a comprehensive PPP it is necessary to take an average of individual PPPs for different goods and services.⁸

While this is clearly not the case for the BMI, it was nevertheless decided that the BMI was the most appropriate measure for our purposes because it is much more current (published in May 2006) than the most recent World Bank data (2004). It also provides a stronger basis for consistent comparison with the last two surveys, which employed the BMI. As with the previous surveys it was felt that the conversion factor used should reflect the most current economic climate so as not to misrepresent the contemporary value of the salaries.

For the purpose of comparison, Appendix C contains a table of the converted national salary averages using both the BMI and the 2004 World Bank PPP. The table below details the PPP conversion factors for the BMI used in this and previous surveys and the 2004 World Bank PPP conversion factor. Only in South Africa is the difference between the two conversion factors significant.

Table 3: Purchasing power parity indices 2001-2006⁹

Country	World Devp. Indicators PPP (used by World Bank) – 2004	Big Mac PPP 2001 (used in 2001-02 Salary Survey)	Big Mac PPP 2004	Big Mac PPP 2006
Australia	1.4	1.18	1.12	1.05
Canada	1.3	1.31	1.10	1.14
New Zealand	1.6	1.42	1.5	1.44
South Africa	2.7	3.82	4.28	4.5
UK	0.6	0.78	0.65	0.625

Compared with the last survey the PPP value of the Australian and New Zealand dollar and the UK pound has gone up, while the value of the South African rand and the Canadian dollar has gone down. The differences are relatively marginal but will influence the trends in salary levels across the five participating countries.

⁷ Ong, L.L. and Mitchell, J.D. (2000) *Professors and Hamburgers: An International Comparison of Real Academic Salaries*, The University of Western Australia. Australia

⁸ World Bank (2006) *International Comparison Programme 2003-2006 Handbook*, World Bank, Washington, D.C., Chapter 1, p. 5. Available at <http://web.worldbank.org/WBSITE/EXTERNAL/DATASTATISTICS/ICPEXT/0,,contentMDK:20126612~pagePK:60002244~piPK:62002388~theSitePK:270065,00.html>

⁹ World Bank (2006) *World Development Indicators 2006 Table 4.14 Exchange rates and prices*. World Bank, Washington, D.C. Available at: http://devdata.worldbank.org/wdi2006/contents/Table4_14.htm The Big Mac Index conversion factors are available from http://www.economist.com/finance/displaystory.cfm?story_id=E1_GJSNQSS

2 Pay settlements and negotiations

This section provides the contextual background of pay determination systems within the five responding countries.

Australia

A number of recent developments in the Australian higher education sector are set to have significant implications for pay and workplace negotiations at universities. Currently salaries and benefits for academic staff are predominantly negotiated through local enterprise bargaining. Union representatives from the National Tertiary Education Union (NTEU) negotiate with the institutions on behalf of academic staff. The agreement is then subject to a staff ballot and needs to be endorsed by a majority of the staff before it is approved. Australia does not use a national framework for negotiating salaries; wages are defined by market value rather than a national pay spine. In the past couple of years there have been a number of reforms in the funding processes for Australian higher education. Most significant for salary negotiations, the government has tied additional funding (AUD280 million in 2006/07) to compliance with new higher education workplace relations requirements (HEWRR). These requirements include offering staff the choice between collective bargaining agreements and an Australian Workplace Agreement (AWA). AWAs are negotiated individually and not through the union. To be eligible for the additional Commonwealth Grant Scheme funding for 2007, institutions must have HEWRR compliant workplace agreements, policies and practices by 31 August 2006.¹⁰ The decision as to whether institutions have complied with HEWRR is made by the Minister for Education, Science and Training. The Enterprise Agreements for 2003-2008 have now been concluded and have secured salary increases averaging 24% over this period.¹¹

In Australia, as elsewhere, salary loading and benefits packages above the basic rate of pay are increasingly used to top-up salaries. Salary loading tends to be discretionary and finding transparent information on the full remuneration package of staff receiving such packages can be difficult. One study indicates that salary loading in Australia ranges from around 20% in the research intensive Group of 8 universities to less than 1% in universities with fewer resources, with an average 'top-up' of 5%. It is predominantly applied to competitive and hard to recruit disciplines, such as business, IT, medicine and accounting and to disciplines where the university has or wants to create a research specialisation.¹² The loadings are sometimes included within the enterprise bargaining agreement or negotiated in the individual employment contract.

¹⁰ Department of Education, Science and Training (2007) *National governance protocols for higher education providers*. Australian Government, Australia. Available at http://www.dest.gov.au/sectors/higher_education/programmes_funding/forms_guidelines/national_governance_protocols.htm

¹¹ National Tertiary Education Union (2007) *Collective Bargaining*, NTEU, Australia. Available at <http://www.nteu.org.au/rights/eb>

¹² Deloitte (2005) *University Staff Remuneration and Resourcing*, Association of University Staff, New Zealand. Available online at: <http://www.aus.ac.nz/Research/Deloitte05/DeloittesFundingPaper.pdf>

In terms of comparative pay, lecturers appear to be earning less than the average wage for many other comparative sectors. In early 2006, Campus Review reported that on average Australian lecturers earn AU\$1,515, ranking 23rd of 200 occupations with a degree requirement. Professions that have a higher average wage include medical practitioners, lawyers, dentists and mining and petroleum engineers. Lecturers do not fair too badly overall, ranking above architects, surveyors, economists and policy and planning managers.¹³ Nonetheless, the level of education required by academics is generally to doctoral level, which is a higher requirement than for most other professions.

There are significant variations in pay across Australian institutions and while some factors clearly relate to universities wishing to secure competitive advantage and attract and retain the best staff, it has been suggested that a significant factor in pay differentials relates to location with a premium recently identified for universities in the metropolitan Sydney area.¹⁴ Moreover, wealthier institutions are more likely to pay staff above the minimum level. Even within an institution some departments are better resourced and have higher levels of earned income than others and are therefore in a better position to enhance the remuneration to staff, suggesting that there is no longer absolute parity between 'richer' and 'poorer' parts of the university. Variations in pay tend to be most pronounced at the top of the academic ladder among professors and senior academics.

As mentioned above the Australian government made a commitment to increase funding through the Commonwealth Grants Scheme. This increase is conditional on institutions adhering to National Governance Protocols designed to encourage efficiency, productivity and accountability in the sector. Since 2005 institutions have had to comply with higher education workplace relations requirements in order to be eligible for CGS funds.¹⁵

In 2005 the government also deregulated university fees allowing universities to increase fees by up to 25%.¹⁶ Moreover, the maximum number of Australian fee-paying students (non-state supported) was increased from 25% to 35% of a total course cohort.¹⁷ Private sources of funding have become increasingly important to Australian institutions with the result that their status as public bodies is becoming less of a reflection of financial contribution made by the state. The average proportion of funding through government grants among Australian universities is less than 50%. One possible consequence of this shift is that academics are

¹³ Purnell, F. (2006, January 11) 'Snakes and ladders revealed in university pay pecking order', *Campus Review*, p.9

¹⁴ Ibid.

¹⁵ For further information on the National Governance Protocols and the Higher Education Workplace Relations Requirements see the Department for Education, Science and Training website:

http://www.dest.gov.au/sectors/higher_education/programmes_funding/forms_guidelines/national_governance_protocols.htm

¹⁶ Malsen, G., (2004, June 9) 'More questions than answers as the HECS drama unfolds'. *Campus Review*. Available at: <http://archive.campusreview.com.au/article.asp?typeld=1&catld=2&articld=3781>

¹⁷ Department of Education, Science and Training (2005) *Higher Education Report for the 2004 to 2006 Triennium*, Australian Government, Available at http://www.dest.gov.au/sectors/higher_education/publications_resources/other_publications/higher_education_report_for_the_2004_to_2006_triennium.htm

viewed less as public servants and their remuneration is subject the greater influence of market forces.

Canada

Similar to Australia, salaries and benefits in Canada are negotiated through local collective bargaining. Collective agreements negotiated between the university and the faculty association are usually in place for 3-4 years. The Canadian Association of University Teachers (CAUT) compiles a detailed survey of the average academic salaries at all Canadian universities each year. The annual salary report provides data drawn from Statistics Canada and provides the salary average for the different academic ranks. Campus union branches of CAUT negotiate pay agreements on an institution-by-institution basis and utilise the data to ensure that the 'market value' for academics is as equal as possible across the country. Universities in Canada can make use of market supplements to boost recruitment and retention in certain shortage disciplines. There are no details of the range of pay increases negotiated in Canada during the most recent round of collective bargaining, however, a cursory observation of agreements in the public domain reveal pay increases in the region of 2-4% per annum.

Post secondary education institutions are administered and funded by the provincial government, which provides the majority of government support to universities. The federal government provides the provincial governments with money and tax transfers that contribute towards post-secondary provision.¹⁸ One significant federal initiative in support of academic faculty was the introduction in 2000 of the Canada Research Chairs programme. This permanent programme aims to establish 2000 research professorships across Canada by 2008, with a federal investment of CN\$300 million a year. The number of research chairs at the end of 2006 was 1755 across 70 universities.¹⁹ On top of provincial and federal funding universities have become increasingly reliant on tuition fees to meet their operational costs and fees are variable across institutions and can be differentiated by subject.

The differentiated funding and resources received by institutions from government funding, tuition fees and other external sources combined with localised pay negotiations means that salaries can vary significantly across different provinces and institutions. Significant variations in academic pay across the provinces and across different types of institution were highlighted in the CAUT Salary report. This was also reflected in the findings of our survey of salary scales. In Canada the top of the assistant professor scale ranged from CN\$67,000 at one institution to CN\$99,770 at another, a difference of CN\$32,770. This indicates that the location and profile of the university can have a significant bearing on pay negotiations and settlements in Canada.

¹⁸ Association of Universities and Colleges Canada (2002) *Trends in higher education*, AUCC, Ottawa, Canada, p. 60

¹⁹ Canada Research Chairs information available at <http://www.chairs.gc.ca>

In the 2006 round of collective bargaining only one institution, Bishop's University, had not reached an agreement for 2006/07, at the time of writing.²⁰ The University currently has an active strike mandate from their CAUT membership. The area of dispute is around the pension plan. All of the other ten universities involved in collective bargaining disputes in 2006 have now reached settlements.²¹

New Zealand

New Zealand has undergone some changes in the process of negotiating pay for university staff since the ACU last reported. At the time of the previous salary survey, New Zealand university staff salaries were negotiated on an institutional basis through enterprise bargaining between employers and employees. This has now changed with university unions in New Zealand currently negotiating collective employment agreements nationally. The Association of University Staff (AUS), the Association of Staff in Tertiary Education and the Public Services Association along with several other unions, representing staff in the higher education sector, are co-ordinating the national bargaining process on behalf of staff at all levels. Academic and general staff agreements are negotiated separately but the unions are looking into the feasibility of developing a single national agreement for both academic and general staff. To date the national bargaining has centred on acquiring additional government funding to boost staff salaries. The rationale behind national bargaining is that unions will be able to exert more pressure on government and employers and better represent the interests of university staff if they operate nationally rather than on an institutional basis.²² National negotiations take part on a tripartite basis involving representatives of government, vice chancellors and the unions, representing staff. One outcome of the tripartite negotiations was an additional NZ\$26 million to be added to university funding for 2006. It was subsequently agreed that this funding should be allocated to salary increases.²³

In September 2006 collective employment agreements had been ratified for academic and general staff at seven of New Zealand's eight public universities, with the result that the salary increases negotiated as a result of the tripartite discussions among unions, vice-chancellors and the government could be implemented. Proposed salary increases across the seven public universities in New Zealand averaged 6.85% for 2006/07. All collective agreements have a common expiry date of 31 May 2007.²⁴ In March 2007 the Association of

²⁰ April 23 2007

²¹ Canadian Association of University Teachers (2007) *CAUT defence fund: News*, CAUT, Canada. Available at <http://defencefund.caut.ca/English/news/default.asp>

²² Association of University Staff (2006) *National Bargaining Newsletter June 2006*, AUS, New Zealand http://www.aus.org.nz/national_bargaining/2006/Newsletter-June.pdf.

²³ New Zealand Vice Chancellors Committee. (2006) *Newsletter 74 Now for the next step*. Available at: http://www.nzvcc.ac.nz/files/advocacy/publications/NZVCC%20News_July06%20V4.pdf. For further information on funding see also New Zealand Government (2006) *Budget 06: Tertiary sector vital for economic transformation*, New Zealand Vice Chancellors Committee, New Zealand. Available at: <http://www.beehive.govt.nz/ViewDocument.aspx?DocumentID=25790>

²⁴ University of Auckland, Canterbury University, Lincoln University, Massey University, University of Otago, Victoria University and Waikato University.

University Staff (AUS) in New Zealand reported that members of the major unions representing staff in New Zealand's universities voted overwhelmingly to support the negotiation of national collective employment agreements in the next bargaining round and Auckland University of Technology would participate in this bargaining process for the first time.²⁵ Whilst New Zealand has adopted national bargaining, local negotiations continue to take place between universities and union branches. Variations to the national collective agreements are negotiated at the local level.²⁶ Across New Zealand university pay has a high level of consistency.

South Africa

Institutions play a much more central role in determining academic pay in South Africa. They also have more discretionary power and pay determination tends to be less transparent in the absence of union backed collective negotiations. Pay and benefits are negotiated on an institution-by-institution basis in South Africa. There is no central union with responsibility for negotiating pay. Responsibility largely lies with the institution to establish levels of pay that balance the resources available with the need to attract and retain suitable and sufficient staff. Whilst the government has recommended that institutions provide salaries that are comparable with salaries in the private sector and other parts of the public sector, there is no governmental compulsion in the pay arrangements of the institutions. Universities are often unable to compete effectively with the remuneration offered in the non-academic sector, however over the last decade performance related pay has become increasingly common among South African institutions.²⁷

The structural changes in the South African system, through a series of state-driven university mergers, have largely been completed. There are now 23 public universities in South Africa, down from 36 in the early 1990s. The majority of institutions were involved in the restructuring process in some manner. The new system combines three different types of university - 'traditional' research focused universities, universities of technology, and 'comprehensive' universities that combine traditional university provision with vocationally oriented technikon education courses. This differentiation of university types and the historical legacy of the South African higher education system has engendered significant variations in salaries across South African institutions. The principal objective of the restructuring process was to reduce the inequalities of historically black and white universities, through the process of merger. It is worth noting in relation to pay that among the participating countries, South Africa saw the biggest increase in the average salary scales

²⁵ Association of University Staff (2007) *Media Release: Green light for national bargaining in universities*. AUS, New Zealand. Available at: <http://www.aus.ac.nz/Media/2007/GreenLightBargaining.asp>

²⁶ Victoria Branch (2006) *Victoria Update*, Association of University Staff, New Zealand. Available at: <http://www.aus.ac.nz/branches/victoria/2006/July%202006.pdf>

²⁷ South African University Vice Chancellors Association (2004) *Academic Labour Markets and Salaries in South Africa*, SAUVCA Unpublished. Higher Education South Africa (2006) *Good Governance of Senior Staff Remuneration in South African Higher Education*. HESA, South Africa, p.2

since the last survey. This may indeed reflect changing pay settlements within merged institutions; especially where the merger has been between two institutions with very different pay levels.

The process of restructuring has led the South African government to focus more attention and resources on the higher education sector. The government has placed emphasis on the critical role of the sector in generating economic growth and social stability and recently announced an additional 2.2 billion rand (US\$ 300 million) in the higher education budget, with particular attention to be given to generating more science, engineering and technology graduates.²⁸

Despite these changes pay within South African institutions remains highly differentiated and this is reflected not only in the findings of this report, but also in a 2006 report on pay awarded to senior administrators. The report, compiled by Higher Education South Africa (HESA), raised questions around the consistency of governance processes and the role of sectoral monitoring and guidance to set appropriate remuneration levels within the sector. The report made a number of recommendations including the development of well defined mechanisms for establishing appropriate and consistent remuneration processes across the sector and basing remuneration practice on established principles of good practice.²⁹

The National Tertiary Education Staff Union (NTESU) is an advocate of national level collective bargaining for tertiary education workers, but argues that at the tertiary level there is a strong defence of institutional independence and autonomy which makes this difficult to implement.³⁰ In 2006 industrial action took place at the University of KwaZulu-Natal. Staff went on strike for nine days in February 2006 following the university's refusal to negotiate their claim for an 8% pay increase; the university offered a non-negotiable increase of 4%.³¹ The strike ended with a 7% offer from the university. It will be interesting to monitor how the developments in the South African higher education system will impact upon pay and conditions for academic staff in the long term, as the sector is still undergoing a process of critical transition.

United Kingdom

Like New Zealand, the UK has experienced changes in the mechanisms to determine academic pay since the last survey. The UK uses a national pay scale to determine salaries.

²⁸ Higher Education South Africa (2007) *Press Release Higher Education welcomes R2.2billion for universities*, HESA, South Africa. Available at: <http://www.hesa.org.za/resources/0000000082/0000000146/0000000149/HESA%20Press%20Release-%20Budget%202007.doc>

²⁹ Ibid. p.16

³⁰ National Tertiary Education Staff Union (1999) *National Collective Bargaining in the HE Sector*, NTESU, South Africa <http://www.ntesu.org.za/>

³¹ AUS (2006) *Tertiary update volume 9, number 4, 23 February*, AUS, New Zealand. Available at: http://www.aus.org.nz/publications/tertiary_update/2006/No4.htm and Green Left (2006) *South Africa, University strike suspended*, Green Left, Australia. Available at: <http://www.greenleft.org.au/2006/657/7394>

In 2004, a new pay framework was adopted based on a single national pay spine for all university staff, both academic and non-academic (but excluding clinical academic staff and the majority of senior staff, i.e. professors, senior administrators and management). Prior to this the system was much more complicated with numerous pay structures for different groups of university staff. The national pay spine is negotiated by the Joint Negotiating Committee for Higher Education Staff (JNCHES) which includes representatives of employers (Universities and Colleges Employers Association) and staff represented by six trade unions, the largest of which is the University and Colleges Union (UCU).

The national pay spine consists of 51 points and universities negotiate with local union representatives to establish grading structures for academic staff that map onto the national spine.³² Allocation of specific posts on the spine is generally supported by the use of the Higher Education Role Analysis (HERA) programme, developed by a consortium of universities.³³ Thus, certain roles and competencies (as defined by HERA) are fixed to different points on the scale based on the negotiations that take place between the employers and the unions. Appendix D contains the single pay spine for 2005-2009 and highlights the model pay structure for academic staff proposed by the JNCHES. The amount of pay generated at each point of the scale is negotiated nationally between the staff unions and the institutions. However, mapping posts to the national pay spine are negotiated locally. The deadline for completion of negotiations between institutions and unions was August 2006. Many staff received a slight increase in salaries with the assimilation to the new pay structure. Cross comparison of the pay spine and the institutional responses to the survey show that there are variations in the structures used by different institutions. Nonetheless, staff scales in the UK tend to be much more consistent than other participating countries. Staff can expect to move up the pay spine one point each year but institutions have the discretion and flexibility to accelerate that progression under certain circumstances, for example for special skills, experience or performance.³⁴

The 2006 pay negotiations between the unions and employers were protracted and contentious but resulted in agreement in July 2006. The pay deal will increase the salaries of academic and related staff by 10.37% between August 2006 and May 2008. In the third, and final, year of the Agreement there will be a minimum increase of 2.5% and further negotiations will take place after an independent review of university finances. While this was much less than the 25% originally requested the unions managed to secure an independent review of salaries in 2008.³⁵

³²Further details of the framework available at

http://www.ucea.ac.uk/index.cfm/pcms/site.Pay_and_Conditions.Framework_Agreement.The_Framework_Agreement/

³³ For more information on HERA go to: <http://www.hera.ac.uk/>

³⁴Higher Education Research Opportunities (2007) *Salary Scales*, Higher Education Research Opportunities, UK. Available at: http://www.hero.ac.uk/uk/inside_he/salary_scales135.cfm

³⁵ Smith, A. (2006, July 18) 'University lecturers accept pay deal', *The Guardian*. Available at:

<http://education.guardian.co.uk/specialreports/lecturerspay/story/0,,1823334,00.html>. Details of the UK Single pay spine 2005-09 can be found in Appendix D

Funding in the UK is devolved, with separate funding councils operating in England (Higher Education Funding Council for England), Scotland (Scottish Funding Council), Wales (Higher Education Funding Council for Wales) and Northern Ireland (Department for Higher and Further Education, Training and Employment). Different funding councils are responsible for any additional funding for academic staff. In 2003, for example HEFCE launched a Golden Hello scheme in England which made provision for salary supplements to new staff of up to £9000 in shortage areas. An evaluation undertaken in 2005 found that institutions had generally made only a small number of awards but scheme did have some impact in difficult recruitment markets.³⁶ HEFCE announced in 2006 that there are no new funds for the scheme, arguing that the implementation of the national pay framework with new pay flexibilities will help institutions to address these issues and better respond to market pressures.³⁷

³⁶ In 2003, HEFCE introduced a new Golden Hellos scheme to provide support payments of up to GBP9000 to new teachers. In the evaluation of this scheme it was found that it had made some impact in a difficult recruitment market but most institutions have only made a small number of awards. A full evaluation of the report is available. See Mason, D. (2005) *Evaluation of the HEFCE staff recruitment incentive scheme 'golden hellos'*, HEFCE, UK. Available at http://www.hefce.ac.uk/pubs/rereports/2006/rd04_06/rd04_06.pdf

³⁷ Higher Education Funding Council of England (2006) *Evaluation of Golden Hellos*, HEFCE, UK. Available at: <http://www.hefce.ac.uk/pubs/board/2006/104/b15.doc>

3 Analysis of salary and benefits data

This section of the report analyses the salary and benefits data submitted by the responding institutions. The first section analyses the salary scales by country, followed by a second section on benefits. Finally an overall summary of comparative trends across the responding countries is provided.

The two tables below provide summary data of the country averages broken down by academic post. The first table features the salary data converted using the Big Mac Index (BMI); the second uses the standard exchange rate at the time of analysis. Most of the analysis will use the BMI data, but comparisons will be drawn with the standard exchange data where appropriate.

Table 4: Salary averages using the Big Mac index

	Australia	Canada	New Zealand	South Africa	United Kingdom	Overall Average
PROFESOR	BMI	BMI	BMI	BMI	BMI	BMI
Bottom of Scale	114,555	74,513	74,996	61,694	77,756	80,703
ASSOCIATE PROFESSOR (Reader/Senior Lecturer UK)						
Top of Scale	98,061	88,735	73,916	74,559	77,894	82,663
Bottom of Scale	89,067	60,085	65,942	50,403	64,400	65,979
Midpoint	93,564	74,410	69,929	62,481	71,147	74,306
SENIOR LECTURER (Lecturer B UK)						
Top of Scale	85,319	-	65,118	63,515	66,753	70,176
Bottom of Scale	74,073	-	50,145	43,089	51,482	54,697
Midpoint	79,696	-	57,632	53,302	59,118	62,437
LECTURER (Assistant Professor Canada; Lecturer A UK; Lecturer B Australia)						
Top of Scale	71,823	70,078	48,210	54,497	51,273	59,176
Bottom of Scale	60,568	47,996	39,755	34,522	42,569	45,082
Midpoint	66,196	59,037	43,983	44,510	46,921	52,129
ASSISTANT/ASSOCIATE LECTURER (Lecturer A Australia and Lecturer in Canada)						
Top of Scale	57,569	56,160	35,576	50,258	-	49,891
Bottom of Scale	43,003	39,673	31,585	28,084	-	35,586
Midpoint	50,286	47,916	33,580	39,171	-	42,738
OVERALL AVERAGE*						
Excluding bottom of prof. Scale**	72,435	60,455	51,281	49,866	59,062	57,903
Including bottom of prof. scale	80,859	63,969	56,024	52,232	63,735	62,463
GDP PER CAPITA (US\$ PPP)***	32,900	35,200	26,000	13,000	31,400	

* Average = the average for all mid-point salary scales

** For the averages, unless otherwise noted, the "inclusive" figures will be used when comparing averages

*** CIA (2006) *World Fact Book*, CIA, USA. Available at: <https://www.cia.gov/cia/publications/factbook/index.html>

Table 5: Salary averages in US\$ using exchange rates (at time of analysis)³⁸

	Australia	Canada	New Zealand	South Africa	United Kingdom	Overall Average
PROFESOR	US\$	US\$	US\$	US\$	US\$	US\$
Bottom of Scale	94,711	71,987	74,996	37,365	93,456	74,503
ASSOCIATE PROFESSOR (Reader/Senior Lecturer UK)						
Top of Scale	81,074	85,727	73,916	45,181	93,623	75,904
Bottom of Scale	73,638	58,048	65,942	30,527	77,404	61,112
Midpoint	77,356	71,888	69,929	37,854	85,513	68,508
SENIOR LECTURER (Lecturer B UK)						
Top of Scale	70,539	-	64,118	38,468	80,232	63,589
Bottom of Scale	61,242	-	50,145	26,097	61,878	49,840
Midpoint	65,890	-	57,632	32,283	71,055	56,715
LECTURER (Assistant Professor Canada; Lecturer A UK; Lecturer B Australia)						
Top of Scale	59,381	67,703	48,210	33,006	61,626	53,985
Bottom of Scale	50,076	46,369	39,755	20,908	51,165	41,655
Midpoint	54,729	57,036	43,983	26,957	56,396	47,820
ASSISTANT/ASSOCIATE LECTURER (Lecturer A Australia and Lecturer in Canada)						
Top of Scale	47,597	54,256	35,576	30,439	-	41,967
Bottom of Scale	35,554	38,328	31,585	17,009	-	30,619
Midpoint	41,575	46,292	33,580	23,724	-	36,293
OVERALL AVERAGE*						
Excluding bottom of prof. Scale**	59,888	58,405	51,281	30,204	70,988	54,153
Including bottom of prof. scale	66,852	61,801	56,024	31,637	76,605	58,584
GDP PER CAPITA (US\$ PPP)***	32,900	35,200	26,000	13,000	31,400	

* Average = the average for all mid-point salary scales

** For the averages, unless otherwise noted, the "inclusive" figures will be used when comparing averages

*** CIA (2006) *World Fact Book*, CIA, USA. Available at: <https://www.cia.gov/cia/publications/factbook/index.html>

NB: The analysis below will use the BMI converted scales unless otherwise stated

Analysis of salary scales by country

Australia

Consistent with previous surveys, Australia has the highest comparative salary of the countries under consideration when purchasing power is factored into the currency conversion. The Australian average (inclusive of the bottom of the professorial scale) is 26% higher than second ranked Canada and 27% higher than the UK.³⁹ Tables 4 and 5 above highlight the considerable difference between the BMI conversions and the standard currency conversion. When using the standard rate of exchange Australia falls behind the UK (by 15%)

³⁸ Conversion rates were taken from February 2007. The following exchange rates to USD were used: Australia – 1.27, Canada – 1.18, New Zealand – 1.44, South Africa – 7.43, United Kingdom – 0.52

³⁹ Please note the average is for the salary scale is not weighted according to the number of staff earning at particular points in the scale. It is meant as a comparator of different salary scales internationally.

and is only marginally ahead of Canada. This indicates that the cost of living is significantly lower in Australia and in real terms the Australian dollar goes much further than the British pound. It is also worth noting that the Australian dollar has increased in purchasing value more than both the UK and Canada (where the value decreased) since the last survey.

The difference in the comparable salary scales of Australia and New Zealand are particularly significant given the close proximity of the two countries and the substantial mobility of academic staff between the countries. According to the BMI, the Australian average continues to be around 40% higher than New Zealand. Using the standard exchange rate the difference falls to 19% - but this remains very significant. Concerns have been voiced in New Zealand around the risks to the higher education sector from academic 'brain drain' to Australia, considering that New Zealand nationals can work freely in Australia.⁴⁰ The considerable discrepancy between salaries on offer is likely to reinforce this trend.

As well as having higher salary scales, a report by Deloitte notes that Australian universities have given particular attention to remuneration benefits such as "salary loadings for specific disciplines and individuals" (according to merit, market pressures, or metropolitan cost of living) and salary packaging, where "non-taxable university goods and services such as laptop computers, automobile leases, childcare and parking are negotiated as a percentage of annual salary, to reduce the gross taxable income."⁴¹

One notable factor of the Australian scales is the significant discrepancy from the top of the associate professor scale (level D) to the professorial scale (level E). In other countries the bottom of the professorial scale is generally slightly lower than the top of the associate professor scale. In a number of countries lecturers can attain senior lecturer status without moving into the professorial bracket and the salary scale reflects the seniority and long service that can be accrued within the associate/senior lecturer level.

As in 2004/05, the overall average for Australia (including the bottom of the professorial scale) continues to be above the Australian per capita GDP by a factor of nearly 2.5. Even at the lower end of the academic hierarchy, the bottom of the assistant lecturer scale is higher than per capita GDP by a factor of 1.3. When compared to professions in the private sector, however, Australian academic salaries do not fare particularly well. An international survey of average lawyers' incomes carried out by a legal recruitment agency, reports that 2006 salaries in the first six years of practice in a large private firm range from AUS\$60,000 to AUS\$160,000 (PPP US\$57,143 – US\$152,381) with additional bonuses ranging from 0-30%. According to this survey after six years, the average lawyer would be earning 63% more than

⁴⁰ New Zealand citizens who enter Australia on a valid New Zealand passport, are granted, on arrival, a visa that provides them with unrestricted work rights. Department for Immigration and Multicultural and Indigenous Affairs (2007) *Skilled – Designated Area New Zealand Citizen*, Department for Immigration and Multicultural and Indigenous Affairs, Australia. Available at: <http://www.immi.gov.au/skilled/general-skilled-migration/863/index.htm>

⁴¹ Deloitte (2005) *University Staff Remuneration and Resourcing*, Association of University Staff, New Zealand, p. 10. Available online at: <http://www.aus.ac.nz/Research/Deloitte05/DeloittesFundingPaper.pdf>

an associate professor, at the midpoint of the scale, before bonuses (see Appendix E). This is a major disparity considering the likelihood that the level of education and years of experience of a mid-level associate professor will be the same or higher than a lawyer with less than seven years experience. However, when comparing the overall averages for both scales, the lawyers' average is 16% higher than the academics, indicating that the differentials become more pronounced at the upper end of the scale and that the pay progression is much faster among lawyers.⁴² Nonetheless, a note of caution should be added to such comparisons, by their very nature they do not compare like with like, especially when comparing the private and public sector. Working conditions across professions are likely to be very different especially in areas such as working hours, responsibilities and expectations, market comparators and associated benefits, all of which will affect differences in remuneration.

Canada

The salary scales reported in Canada rank second after Australia. As noted above, Australian salaries are much higher when purchasing power is factored into the equation. Using the standard exchange rate the difference between Canada and Australia falls to 8%. The gap in the overall average between Canada and the UK has closed considerably since the last survey and the UK scales are much closer to their Canadian counterparts. In the last ACU survey (2004/05) the Canadian BMI average was nearly 8.4% higher than the UK but for 2006/07 this has fallen to less than 0.4%. It is likely that this difference is partly accounted for by the fact that the majority of Canadian institutions that responded this year did not respond last time. Given that there are variations in academic pay across provinces and institutions in Canada a significantly different sample is likely to influence the level of pay upwards or downwards depending on which institutions respond. In this year's survey, for example, a slightly lower proportion of the institutions are from Ontario and British Columbia, where salaries are likely to be higher because of their comparative economic strength and their relatively strong and competitive higher education sectors. When using the standard exchange rate, as with Australia, the UK comes out above Canada by a substantial margin, again reflecting differences in the cost of living.

As explained previously, the Canadian academic categories have been compared slightly differently this year. When looking at the scales at each academic level it becomes apparent that the pay differential between Australia and Canada is much more pronounced at the upper end of the academic spectrum. At the bottom level of the professorial scale, for example, Australia is 54% higher than Canada. This falls to 26%, 12% and 5%, respectively, when comparing the averages for associate professor, assistant professor and lecturer (with

⁴²ZSA Legal Recruitment (2006) *Salaries*, ZSA, Canada. Available at: <http://zsa.ca/index.php?fuseaction=main.salaries>. It should be noted that it is difficult to find comparative pay scales and this is one of the few international surveys of salary scales in the private sector with some level of equivalence in terms of educational/qualification requirement. It is acknowledged, however that the comparisons are general and therefore indicative and should not be treated as like for like or as a definitive comparison with private sector salaries. A list of these scales can be found in Appendix E.

lecturer level A). It should be noted that each of the scales for the Canadian academic levels tends to be much broader than in Australia. Generally the upper end of the Canadian scales, especially for the lecturer and assistant professor levels, are similar to the upper end of the Australian scales but the bottom of the scale is much lower than the Australian equivalent. The professorial scale in Canada starts at a low base relative to the other countries surveyed and is only higher than the South African institutions. It is worth noting that using the standard US exchange rate the top end of the Canadian scales are higher than the Australian equivalent at all levels (see Table 5).

Canadian academic salaries are higher than per capita GDP, by a factor of 1.8. Again, however, when compared with lawyers' salaries in the private sector, the academic salary compares poorly. The disparity between the salaries of academics and private sector lawyers in Canada is greater than all the other countries in the survey. According to the 2006 ZSA lawyers' salary survey, salaries before bonuses run from around PPP US\$55,263 to US\$124,561.⁴³ By location, the highest average salary is in Toronto where a lawyer in a large firm in their first year of practice can expect a minimum of PPP US\$79,000, which is 64% more than the bottom of the assistant professor scale. Moreover, a Toronto lawyer with six or more years experience can earn as much as 135% more than an academic at the bottom of the professorial scale.⁴⁴ Again, however, these comparisons should be treated with caution and represent an indication, not a definitive analysis of differentials.

New Zealand

New Zealand ranks fourth behind Australia, Canada and the UK. Placed between the UK and South Africa, New Zealand is closer to the lower ranked South Africa, with an overall gap of around 7%; contrasting with the 14% gap between the UK and New Zealand. Interestingly, at the bottom of the professorial scale New Zealand ranks higher than Canada, but, as we noted above, Canada tends to have much broader scales and the top end of the professorial scale is not reflected in this survey. In the Australian section, it was commented that the wide disparity between salary scales in New Zealand and Australia represents a particular risk to New Zealand, where academics can move freely to work in the much more competitive Australian sector. 'Brain drain' to Australia is a serious consideration for the New Zealand sector.

Nonetheless New Zealand has seen a much bigger increase in the salary scales in this survey than in previous years. Compared with the data from the last survey the overall average increased by 15%. This is a significant increase from the 3% rise that was observed between 2001/02 and 2004/05 (see Figure 4 below). This may be a reflection of the increased attention being paid to academic salaries in last couple of years through national

⁴³ This is an average of the salary scales highlighted for Calgary, Edmonton, Toronto, Ottawa, Vancouver, Montreal and Atlantic Canada

⁴⁴ ZSA Legal Recruitment (2007) *Salaries: Toronto*, ZSA, Toronto. Available at: <http://zsa.ca/index.php?fuseaction=main.pages&id=54>

bargaining and the additional NZ\$26 million allocated to universities to enhance salaries in July 2006.⁴⁵

Despite its relatively low international rank and relatively high per capita GDP (PPP US\$26,000), New Zealand academic salaries still fare quite well in relation to per capita GDP. Academic salary scales average at around twice the country's per capita GDP. Even at the bottom of the assistant lecturer level, the salary is PPP US\$5,585 (or 21%) higher than the per capita GDP.

Private sector income for lawyers in New Zealand is, unsurprisingly, significantly higher than academic income. However, the gap is not as wide as some of the other countries represented. For salaries at large firms the average across the first six-years is around 8% higher than the average of academic scales.⁴⁶ It should be remembered that the lawyers' survey only covers the first six years of practice, while the academic scale covers the larger portion, if not the whole, of an academic career.

South Africa

South Africa is the only country where there is a high discrepancy between the BMI (2006) and World Bank's PPP (2004) conversion factors. The most recent World Bank PPP conversion factor for the South African Rand is 2.7 (2004) while the BMI for 2006 is 4.5 (the 2004 BMI was 4.28). This is a considerable difference with highly significant implications for the data. There can be no perfect measure for PPP, and the South African case provokes a dilemma. Using the World Bank PPP, South Africa would be the highest-ranking country in our survey; whereas, using the BMI, South Africa is placed bottom. As was argued in the last survey, the BMI was selected because it represents a much more current calculation for purchasing power. Moreover, conceptually the BMI conversion seems more fitting, especially given the assessment by the South African Universities Vice Chancellor's Association⁴⁷ in 2004 that South Africa has experienced serious limitations in higher education funding over the last decade and, more recently, the observation by HESA that salaries paid to academic staff are particularly low.⁴⁸

Although South Africa is ranked below New Zealand overall, at the lower levels of the academic hierarchy the salary scales are very similar, and in some cases higher than the equivalent scales in New Zealand. Overall the New Zealand average is 7% higher than the South African institutions – slightly down on 10% in the last survey. When it comes to academic salaries in relation to per capita GDP, the South African overall average remains

⁴⁵ Association of Staff in Tertiary Education (2006) *Combined University Unions (June 2006) National Bargaining Newsletter*, Association of Staff in Tertiary Education, New Zealand. Available at: <http://www.aste.ac.nz/all/main/Newsletter-June.pdf>

⁴⁶ ZSA Legal Recruitment (2007) *Salaries*: Toronto, ZSA, Toronto. Available at: <http://zsa.ca/index.php?fuseaction=main.pages&id=54>

⁴⁷ Now Higher Education South Africa (HESA)

⁴⁸ SAUVCA (2004) *Academic Labour Markets and Salaries in South Africa*, SAUVCA, Unpublished. HESA (2006) *Good Governance of Senior Staff Remuneration in South African Higher Education*. HESA, South Africa, p.2

four times the GDP per capita (PPP), even at the bottom of the assistant lecturer scale it is more than twice as high. This gap is much higher than the other participating countries and is indicative of high levels of income differentiation in South Africa with many people living well below GDP per capita levels. It also demonstrates that while salaries might not compare very well internationally, domestically they are relatively high.

A striking characteristic of the South African data is the significant difference in the salaries offered at different institutions (see South African table in Appendix A). For example, at equivalent academic grades South Africa's highest paying institutions offer salaries up to 80% higher than the lowest paying institutions in the country. This characteristic is linked to, and sustained by, high levels of autonomy among South African institutions in negotiating salaries as well as the continued legacy of an historically divided and differentiated HE system. Nevertheless, the process of reconstruction in the South African higher education system is well under way and it is notable that the salary scale differentiation between the richest and poorest institutions is less pronounced in this survey compared with the last survey. Moreover, South Africa saw the biggest increase in salary scales of all the responding countries (see Figure 4 below).

The low earning power of South African academics compared to professionals in other sectors (both private and public) is also important, and has been highlighted in government recommendations on academic pay. As early as 2001, the National Plan for Higher Education in South Africa recommended that institutions "develop strategies to improve salaries and to narrow the salary gap between higher education institutions and the private and public sectors."⁴⁹ The SAUVCA report states that: "it has been evident for a long time that academic salaries are not comparable to private sector salaries and... have been increasing at a slower rate than salaries offered to professionals in other fields." They report that the professorial package is less than half of the Johannesburg City Manager, about 56% of a municipal executive director, 44% of a Director-General's package and 82% of a Director in the Civil Service.⁵⁰ In recent years, however, higher education has been an important priority within South Africa. The government has invested in the restructuring process, which appears to have had some impact in levelling the inequalities between institutions. There is no recent data comparing academic salaries to other public sector or private sector salaries in South Africa, the likelihood, however, is that the gap remains wide.

United Kingdom

The UK is ranked between Canada and New Zealand. As mentioned in the Canadian section, the gap between the UK and Canada has fallen significantly since the last survey. It has also been pointed out that the UK's comparative standing is largely determined by the high cost of

⁴⁹ Ministry of Education (2001) National Plan for Higher Education in South Africa. Ministry of Education, South Africa. Section 2. Available at: <http://aafaq.kfupm.edu.sa/features/npafrica.pdf> >

⁵⁰ SAUVCA (2004) *Academic Labour Markets and Salaries in South Africa*, SAUVCA, Unpublished.

living in the UK and the relatively low purchasing power of the pound. When the UK salary scales are converted using the standard exchange rate of the day – see Table 2 above and Figure 2 below – the UK ranks highest by some considerable margin (15% higher than Australia).

Because UK academic salaries are based on a nationally negotiated framework, there is a high level of uniformity in the salaries across institutions when compared with other countries (see Appendix A). The salaries reported by the institutions participating in the survey adhere very closely to the latest nationally agreed single pay spine (Appendix D), although under the new system institutions can use their discretion in placing academic posts on the pay spine, which provides universities with the flexibility to differentiate wages from other institutions, within terms agreed with staff.

The ZSA survey results for lawyers in private practice in the UK shows that average salaries for lawyers with one year's post qualification experience (PQE) is PPP US\$96,000, more than twice as much as an entry level academic. With eight years PQE the salary averages PPP US\$168,000 which is also more than double the bottom of the professorial scale average.⁵¹ Interestingly, when looking at the salaries of the legal profession, pay levels in the UK are much higher than Australia, Canada and New Zealand, even when factoring in purchasing power parity (see Appendix E).

It is not particularly surprising that the private sector provides greater remunerative opportunities than the academic sector, but it is increasingly argued that even other areas of the public sector offer better pay packages and incentives than the HE sector. Figures compiled by the Association of University Teachers show that in the decade to April 2003 average public-sector pay increased by 12.6% in real terms while academic pay increased by just 6.6%.⁵² Moreover, a recent study found that academic careers pay less than almost every other graduate profession. The study was based on analysis of the earnings of 50,000 graduates, 1437 of whom were academic staff, between 1993 and 2005. As well as poor pay the study also found that academic staff were overworked relative to other professions with an average of 47 hours worked per week, second only to doctors at 51 hours and the overall average for graduates 44 hours. One of the authors of the study commented that: "academic pay is an important policy issue, because if the relative pay of academics falls, it is likely to lead to lower-quality individuals entering and remaining in the profession, as well as a brain-drain to countries that reward academics more highly."⁵³

However, some progress was made in 2006 which would not be reflected in the study of data to 2005. A salary increase of over 10% was secured for academic staff over the next two

⁵¹ ZSA (2007) *Salaries: London*, ZSA, Toronto. Available at: <http://zsa.ca/index.php?fuseaction=main.pages&id=62>

⁵² Sanders, C. (2004, October 15) 'Academic pay rises lag behind teachers', *Times Higher Education Supplement*. Available at http://www.thes.co.uk/search/story.aspx?story_id=2016399

⁵³ Shepherd, J. (2007, April 10) 'For the love of lecturing', *Education Guardian*. Available at: <http://education.guardian.co.uk/higher/news/story/0,,2053201,00.html>

years and will be followed by a minimum increase of 2.5% and an independent review of academic salaries in the third year. This agreement was hard fought and reached after a three month dispute between employers and academic staff.

Another important development has been the migration of salary structures onto the new single pay spine, which resulted in additional salary increases for many academic staff. Moreover, the new structures provide institutions with more flexibility in deciding where to place staff on the pay spine and can enhance salary packages available for academic staff and enable institutions to be more responsive to the market and pay opportunities available to academic staff.

In relation to per capita GDP, as with the other countries surveyed, the overall average of the UK pay scale is around double the per capita GDP. At the bottom of the scale academic salaries are over PPP US\$11,000 (35%) higher than GDP per capita.

Analysis of benefits by country

Professional compensation is not limited to salaries. In combination with financial compensation, many institutions offer staff other non-salaried benefits. Leave entitlement, medical coverage, bonuses and other benefits must be examined to provide an assessment of compensation. While some benefits are enforced or guided by government policy, others are based on institutional policy. The following section analyses the benefits offered by the responding institutions and compares findings with the last survey.

Australia

Pensions:

In Australia, universities are legally required to pay superannuation payments on behalf of their employees. There are a number of different plans, such as the Qsuper, Unisuper, Vicsuper, and State Super that are offered. Unisuper is the most common and is offered at all of the surveyed universities. The Unisuper was launched in 2000 and combined two university sector funds to develop a comprehensive plan designed specifically for the higher education sector. At that time the contribution rate was set at 17%, with the employee supplying a minimum of 7% (8.25% pre-tax) while employers provide the balance of the contribution. As of July 2006 employee contributions are no longer mandatory, and the employee contribution can range from no contribution to 7%, as long as a total contribution of 17% is made.⁵⁴ The majority of universities provide 17% towards the fund, however,

⁵⁴ Unisuper (2006) *Contribution flexibility for Defined Benefit and Accumulation 2 members receiving 17% employer contributions*, Unisuper, Australia. Available at http://www.unisuper.com.au/factsheets/unis000f12_full.pdf

depending on length of time employed, or contract type, numbers can vary to a minimum of 9%.

The pension value received at retirement is determined by a number of factors such as final salary of the employee, number of years of contribution, and type of fund to which contributions are made. For example, in the Unisuper, there is the choice of an accumulation-style account (similar to an investment savings account) or a more traditional pension account (defined benefit plan). The latter is a formula-based plan that provides a benefit based on salary, age, and years of membership.⁵⁵

Medical aid:

Australia has universal health care plan for all citizens and salaries are taxed at 1.5% for the public Medicare plan. None of the responding universities offered additional medical benefits to their staff.

Leave (annual, long service, sabbatical):

The majority of responding Australian institutions offer 11-20 days of annual leave (typically 20 days), but one institution noted 31-40 days leave. Long service leave arrangements are much more substantial and widespread in Australia than any of the other countries represented. All responding institutions indicated that long service leave was provided. While calculations for long service leave varied across the institutions, significant leave could be accrued at all of the institutions. A number of institutions indicated that 65 days were offered after ten years service followed by 6.5 days for every additional year of service. However, two institutions noted 91 (calendar) days after ten years followed by 9.1 days for each additional year (and in one case 15.2 calendar days after 15 years of service). Such pronounced leave benefits for long service are likely to provide a strong retention incentive to staff. All but one institution indicated that they offered paid sabbatical leave to academic staff this tended to vary between 4-6 months and 6-12 months depending on length of service.

Leave (parental and family):

Between 2001 and 2004 there was an increase in the amount of time given for family leave in Australia, since 2004 there have been no significant changes. One year of maternity leave is provided at most institutions, inclusive of paid and unpaid leave. One university does note, however, that up to five years is available for child rearing. There is considerable variation in the calculation of paid maternity leave in Australia. The majority of institutions offer between 16 and 24 weeks of paid maternity leave. Three institutions note that full salary is given for 14 or 16 weeks, and then reduced salary for a set period of time, varying across the three institutions. One institution notes that after two years service 75% of annual salary is given for one year, and if employed for less than two years up to 12 weeks on full pay is provided.

⁵⁵ Unisuper (2007) *Your Super Account*, Unisuper, Australia. Available at: http://www.unisuper.com.au/superannuation/super_account.cfm

Paid paternity leave is generally given for 10 days, and unpaid leave is given for up to one year in over half the institutions. One university reports that paid parental leave can be shared with the mother, if both are employed at the university. Adoption leave follows the same general patterns of maternity leave, although it may depend on the age of the child. Carer or family leave is commonly included in the number of days allowed for sick leave or personal leave. Other institutions report between three and 12.5 days to look after a sick family member. Unpaid carer leave is also available at most institutions.

Additional benefits:

A number of additional benefits are given to university employees. The responding Australian institutions highlight a trend towards the provision of discretionary bonuses, which was reported by two universities as attraction/retention bonuses, and by others as performance related bonuses. Bonuses for critical disciplines are provided at over 60% of the Australian institutions, dental and medicine disciplines were specifically highlighted by one institution, but institutions typically indicated that these were market driven. Laptops and cell phones are occasionally provided to staff. None of the institutions covered childcare, though one university notes that a comprehensive range of salary packaging is provided and onsite day care fees can be 'salary sacrificed' so that tax is paid on a reduced salary amount.

The associated benefits in Australia, especially in relation of pensions and leave, are relatively strong. Which combined with competitive salary scales adds to the overall attractiveness of Australian institutions from an international perspective.

Canada

Pensions:

Within Canadian universities there are a variety of planned contributory pension schemes. Contributions range between 3-9% for employee and employers, though the institution contribution exceeds that of employees in half the responding institutions. In fixed contribution schemes the contributions tend to be between 6-7% for employees and 6-9% for employers. Contributions can also be guided by the government determined yearly maximum pensionable earnings (YMPE). Under this scheme institutions tend to make lower contributions up to the YMPE (set at CN\$39,080 in 2004 and CN\$41,460 in 2007⁵⁶), and increased contributions on earnings above the YMPE. For example, at one university employees pay 4.5% up to YMPE and 6% on earnings above YMPE, while employers contribute 7.4% up to YMPE and 9% after YMPE earnings.

⁵⁶ Public Works and Government Services Canada (2007) *Pensionable Earnings*, Public Works and Government Services Canada, Canada. Available at: <http://www.pwgsc.gc.ca/compensation/sam/sam-4-7-3-e.html>

The value of pension at retirement in Canada varies according to the scheme. A common formula is 1.5% of best average earnings up to the average YMPE⁵⁷, plus 2% of best average earning in excess of the average YMPE multiplied by the number of years of service. Other formulas are also applicable and can be based on the performance of the pension fund, final average earnings and years of service.

Medical:

Canada has separate provincial healthcare plans which are either directly taxed (such as Ontario) or require separate mandatory contributions (such as British Columbia). One of the universities in a mandatory contribution province indicated that they provide the provincial healthcare payments, as well as offering a contributory extended healthcare plan to their employees. Other universities note contributory schemes in place for extended healthcare where the university provides either 50% or 100% of fees and which cover 80-100% of medical costs – supplementary to national healthcare provision. Only one institution notes that no additional healthcare is provided to supplement the universal coverage.

Leave (annual, long service, sabbatical):

In the responding Canadian institutions 21-30 days annual leave was common, though a number of institutions indicated 11-20 days leave. None of the institutions reported provisions for long service leave. For sabbatical leave, the majority of institutions reported providing six months leave after three years service and one year after six years service.

Leave (parental and family):

Canadian university employees in this sample typically receive between 3-6 months of paid maternity (77%) and paternity leave (57%), generally on 95% of the salary through a mixture of government employee insurance and top up by the institution. In Canada it is common to offer parental leave to either parent who opts to take it. Maternity leave is usually a combination of pregnancy leave (usually at 17 weeks) and parental leave. One institution indicated that maternity leave comprised 17 weeks pregnancy leave followed by up to 52 weeks parental leave (paid and unpaid). The government contribution tends to be determined by the employee's years of service, this varies across the provinces. Alberta and Nova Scotia require 12 months of service; Saskatchewan and Newfoundland/Labrador require 20 weeks while Ontario requires 13 weeks of service in order for an employee to qualify for government supplemented insurance for 37 weeks. British Columbia, New Brunswick and Quebec do not require a specific length of time. Unpaid leave for maternity and paternity ranges from 3-6 months to one year. Adoption leave is typically the same as maternity and paternity leave. Up to 10 days of paid family or carer leave is commonly given for reasons of bereavement or family illness.

⁵⁷ The average YMPE or the average maximum pensionable earnings (AMPE) is the average of the YMPE in the year of retirement, plus the YPME for the four preceding years.

Additional benefits:

All of the Canadian universities surveyed provide optical and dental care to their employees, as well as relocation allowances. Life insurance is commonly given, and occasionally disability allowance is also provided to employees. Childcare allowance is not given at any of the universities; however, most institutions provide tuition support (discounted or free) to dependents. Only one Canadian institution reported the use of discretionary bonuses but four reported using bonuses in critical discipline areas (disciplines highlighted included: medicine, law, computer science, economics and business). Other benefits at various institutions include an employee assistance programme, professional development allowance and a global medical assistance plan. Canadian institutions appear to offer relatively extensive additional benefits (supplementary to salary, pension and leave) relative to the other countries represented.

New Zealand⁵⁸

Pensions:

The New Zealand Universities Superannuation Scheme was established in 1993 to provide employees of universities and employees of associated companies and organisations with retirement benefits. Two of the four universities that responded to this question reported that they participate in this scheme. The minimum contribution of an employee is 3%. The employer contributes 1.35 times the employee contribution to a maximum of 6.75%. One of the responding institutions reported it has set contributions at 6.5% for employees and 6.7% for employers. The value of the pension at retirement in the university superannuation fund is based on the accumulated contributions of employee and employer plus interest earned from the investment fund.

Medical:

New Zealand has national healthcare provision and the responding universities do not provide additional medical benefits to their staff, with the exception of one institution, which has a non-contributory scheme in place.

Leave (annual, long service, sabbatical):

In New Zealand two institutions reported 21-30 days annual leave, and two reported 20 days per annum. Only one institution mentioned long service leave – offering an additional four weeks after 20 years service. Sabbatical leave was 6-12 months at all reporting institutions, with six months usually accrued after three years service and one year after six years service.

⁵⁸ It should be noted that information on pensions and benefits was received from four of the eight New Zealand institutions that we obtained salary data for.

Leave (parental and family):

Two of the responding institutions provide 30-90 days paid parental leave, and do not distinguish maternity, paternity and adoption leave, so long as they are primary caregivers. In New Zealand the Parental Leave and Employment Protection Act was introduced in 1987 and provides minimum entitlements to unpaid parental leave for both mothers and fathers in respect of the birth or adoption of a child. The leave entitlements under the Act are for periods not exceeding 14 weeks for maternity leave, two weeks for paternity leave, a total of 52 weeks for extended parental leave, which can be taken by either parent, and 10 days for special leave, which can be taken by a pregnant female employee before she takes maternity leave (for reasons connected with her pregnancy). Unpaid leave varies from 6-9 months to one year on top of paid leave. One institution notes 10 days paid leave is given for paternity leave, along with 52 weeks of unpaid leave. Carer or family leave is not reported at any of the institutions.

Additional benefits:

New Zealand institutions reported very few additional benefits, although it should be re-stated that only four institutions provided information for this section. One institution offers tuition for dependents, and two offer relocation allowances. One of the institutions did refer to a number of allowances provided to staff meeting certain conditions these included meal allowances, travel and transport allowances and professional development time and allowances.

South Africa

Pensions:

All responding South African universities have pension schemes, although there is no dedicated plan for university staff. Three of the institutions do not require employee contributions, and provide between 20 and 23.5% to the pension fund. Most of the responding universities note employee contributions at 7.5% and employer contribution at 7.5% or 15% (two institutions in each case). In previous years, survey submissions have noted employer contributions at higher rates (between 12-18%), but lack of respondent continuity makes it difficult to determine if there is a downward trend in university contributions. Pension at retirement also varied; one institution commented that it was dependent on length of service and the contribution package chosen by the employee. Two institutions indicated 100% payout of employee and employer contributions were made to the employee on retirement.

Medical:

South Africa does not have universal health coverage and most of the responding institutions provide medical benefits. Seven of the nine responding South African institutions offer contributory plans to employees, two have non-contributory schemes in place, whereby the institution covers all costs for healthcare insurance. Institutions tend to contribute between

50-70% of the package with employees contributing the balance. The percentage of coverage is dependent on the plan offered or chosen.

Leave (annual, long service, sabbatical):

South Africa has the widest range of annual leave days, 21-30 and 31-40 days are most common across the responding institutions, but one institution offers 41-50 days. For long service leave only one of the eight South African respondents reported offering additional leave for long service and one reported that this benefit had been discontinued. South African institutions reported a range of sabbatical leave options across the institutions from 1-3 months to 6-12 months every 5 years.

Leave (parental and family):

Paid maternity leave in South Africa is most commonly 3-6 months. Paternity leave of up to 10 days is reported in all but one of the South African institutions. Adoption leave is commonly in line with maternity leave, though in two cases it is shorter. Unpaid leave, where reported, tended to also be between 3-6 months. Up to 10 days of carer leave is reported in six of the eight reporting institutions; of these, two specify that three days are given for compassionate leave.

Additional benefits:

Overall, South African, together with Canadian, institutions appear to offer more additional benefits than other institutions. Housing allowance, tuition for dependents and relocation allowances are given at the majority of responding institutions. Discretionary bonuses are given by five of the eight responding universities and one institution reports offering critical discipline bonuses in accounting, engineering and sciences (although these were predominantly externally funded). Disability, optical and dental benefits are specified at one of the institutions but a couple of institutions point out that this is included in their medical package. All, but one of the institutions provide or contribute to life insurance. Cell phone and laptops are provided by four universities though one notes it is dependent on the position. It would appear that benefits are an important supplement to the salary package of academic staff in South Africa.

United Kingdom

Pensions:

The majority of UK institutions offer the University Superannuation Scheme (USS), which covers employees of UK universities and other higher education and research institutions. USS members pay a set rate of 6.35% and the employer contributes 14%. Other schemes are also in operation in at least two of the institutions. The Local Government Pension (LGS), offered in at least one institution, requires a 6% employee contribution and maintains the 14%

university payment. Cardiff University also has the Cardiff University Pension Fund (CUPF) and contributes 24.3% to pensions without requiring an employee contribution.

The pension value at retirement for the USS scheme is based on the following formula:

- a pension for life commencing on retirement at the annual rate of 1/80th of pensionable salary⁵⁹ for each year of pensionable service and
- a tax-free lump sum of 3/80ths of pensionable salary for each year of pensionable service.

Medical:

The UK has a national health care system provided through National Insurance contributions, a mandatory tax on earnings. None of the responding universities offer additional medical insurance for private provision to their employees, though one institution noted that a reduced rate scheme is offered to staff though the university pays no contributions.

Leave (annual, long service, sabbatical):

Annual leave at responding UK institutions is split between 21-30 days at half and 31-40 days at the other half. Only one UK institution indicated long service leave which amounted to one additional day after five years and another after seven. Not all UK institutions offered sabbatical leave as an entitlement, instead offering discretionary sabbaticals upon application. Others tended to offer 6-12 months depending on length of service. Six years service is common for 12 months leave entitlement.

Leave (parental and family):

Eighty per cent of the UK institutions in this sample offer 3-6 months of paid maternity leave to employees. As of April 1 2007 statutory maternity pay (SMP) was extended from 26 weeks to 39 weeks (first 6 weeks on 90% of average weekly earnings and the remaining 33 weeks at standard rate – GBP108 – or 90% of average weekly earnings, whatever is lower). Benefits above SMP are typically provided by university employers after one year's service. One institution reported 18 weeks were given on full pay, and 8 weeks given at half pay. Another institution reported that one full year was given on paid leave after a year or more of service, broken down in a combination of full pay, half pay and SMP.

Paid paternity leave is given up to 10 or, in the case of three institutions, 10-30 days. One institution noted that seven days are given and seven are from Statutory Sick Pay (SSP). Unpaid paternity leave was only provided by half of the UK institutions, and ranged from 1-10 days to 3-6 months. Adoption leave was available with the same structure as maternity leave in most cases through Statutory Adoption Pay (SAP). Carer leave is available in some of the UK institutions, and is generally up to 10 days

⁵⁹ The pensionable salary is the salary earned while a member of USS for each of the 13 years previous to the date on which your pensionable salary is to be calculated, or at age 65, if earlier.

Additional benefits:

The majority of UK respondents offer discretionary bonuses, typically related to performance or research. One institution specified that it provides additional bonuses in the critical discipline areas of law and business. Half of the responding universities offer optical care, though dental is not provided. Relocation allowance is provided at the majority of institutions and two of the ten UK institutions provide an allowance for childcare.

Summary of salary data

The overall trends of the 2006 salary survey and comparisons with data from previous years are illustrated in the series of graphs below.

2006-07

The two graphs below set out the averages across the five academic categories. The first graph illustrates the BMI and the second uses the standard exchange rate.

Figure 1

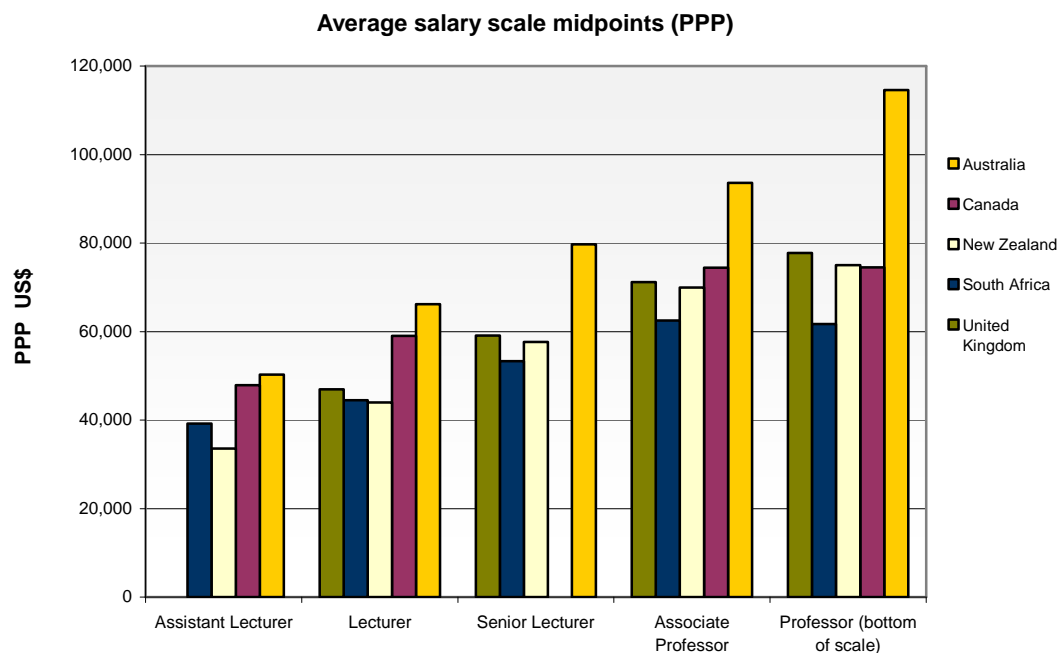
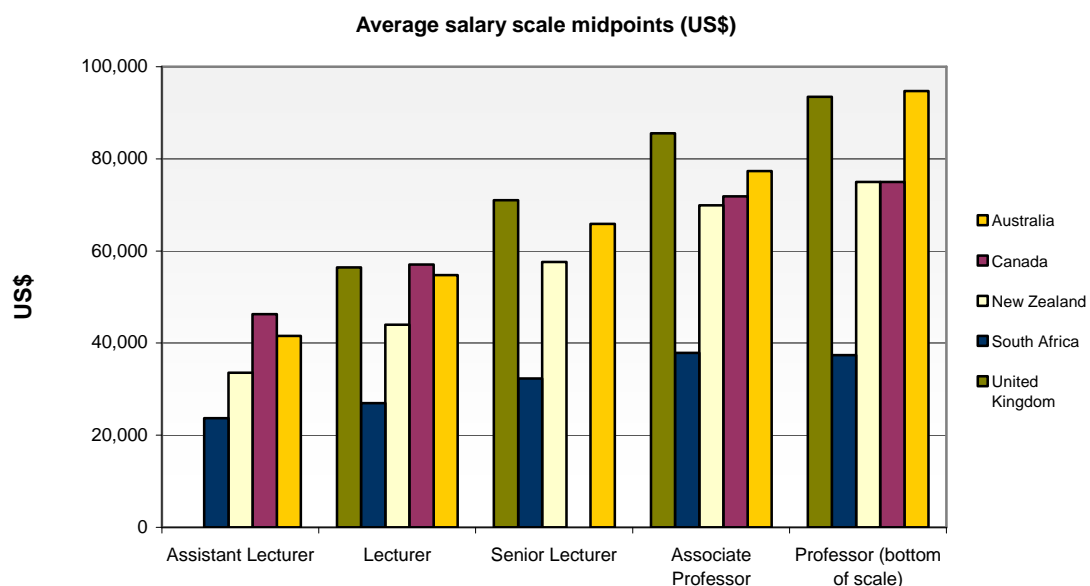


Figure 2



The graphs illustrate a number of trends. Looking at the salary scales using the purchasing power conversion factor Australia is clearly well ahead of all the other countries and has a steep trajectory from assistant lecturer (level A) up to professorial level (level E). At the upper levels of senior lecturer, associate professor and professor, Australia establishes a clear margin over the other countries, while the Canadian, UK and New Zealand scales converge. Similarly there is a degree of convergence between South Africa, the UK and New Zealand at the lecturer pay levels but for higher positions South Africa pulls away. With a relatively flat trajectory across the academic positions South Africa does not keep pace with the other countries at the upper end of the academic spectrum.

The second graph, based on the standard rate of exchange, tells a slightly different story. In this we see that the UK emerges ahead of the other countries at the senior lecturer and associate professor levels and Australia is relegated to second or third place in all but the professorial categories. South Africa, meanwhile, drops well below the other countries. It is notable that the UK often emphasises its favourable academic pay by international standards and when looking at a standard rate of currency exchange this is clearly the case, however, when the cost of living is factored into the equation the value of the British pound is considerably reduced as are the values of the salaries on offer.

The table below details the salary ranking for each of the surveyed countries since the 2000/01 survey. These rankings are based on the averages of the scales for each category. It should be noted that the 2000/01 survey used the World Bank PPP conversion factor and that Malaysia was not included in the 2000/01 or the 2006/07 surveys.

Table 6: Six year rankings

Rank	2000-01	2001-02	2003-04	2004-05	2006-07
1	South Africa	Australia	Australia	Australia	Australia
2	Australia	Canada	Canada	Canada	Canada
3	UK	New Zealand	UK	UK	UK
4	New Zealand	UK	New Zealand	New Zealand	New Zealand
5	Canada	South Africa	South Africa	South Africa	South Africa
6	*	Malaysia	Malaysia	Malaysia	*

The World Bank conversion factor used in the 2000/01 survey has placed South Africa at the top and Canada at the bottom, whereas these trends are almost reversed in the later years where the BMI is used. Since 2000/01 there has been a high level of consistency in the ranking order of the participating countries.

Figure 3

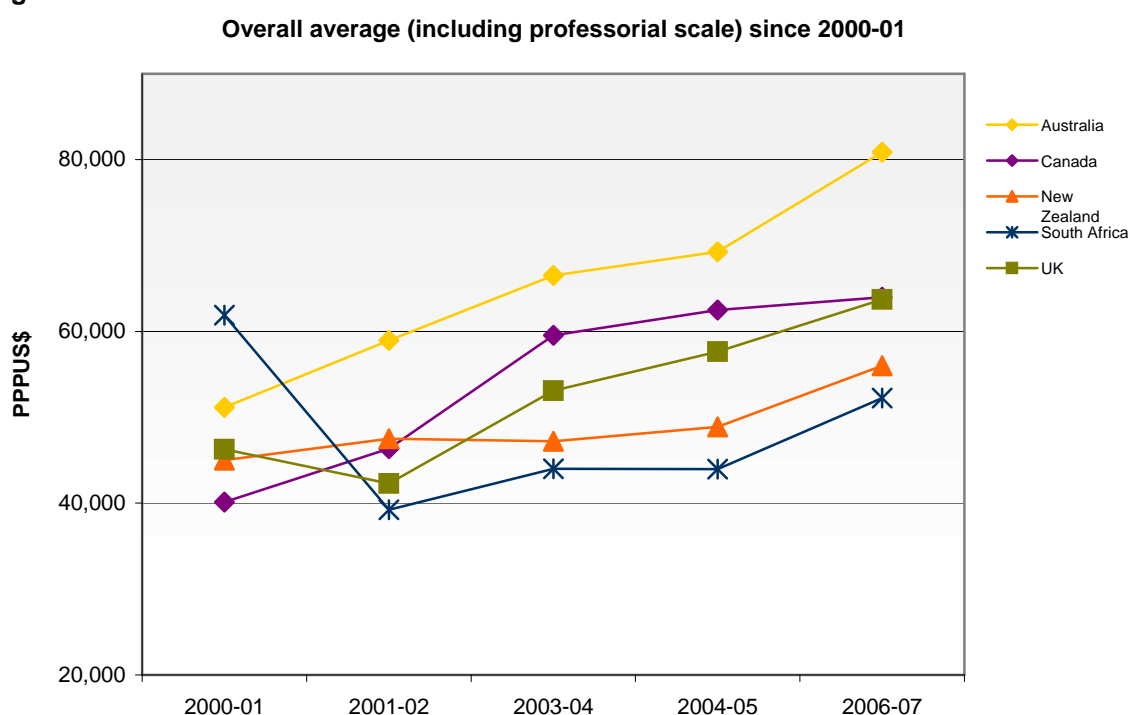
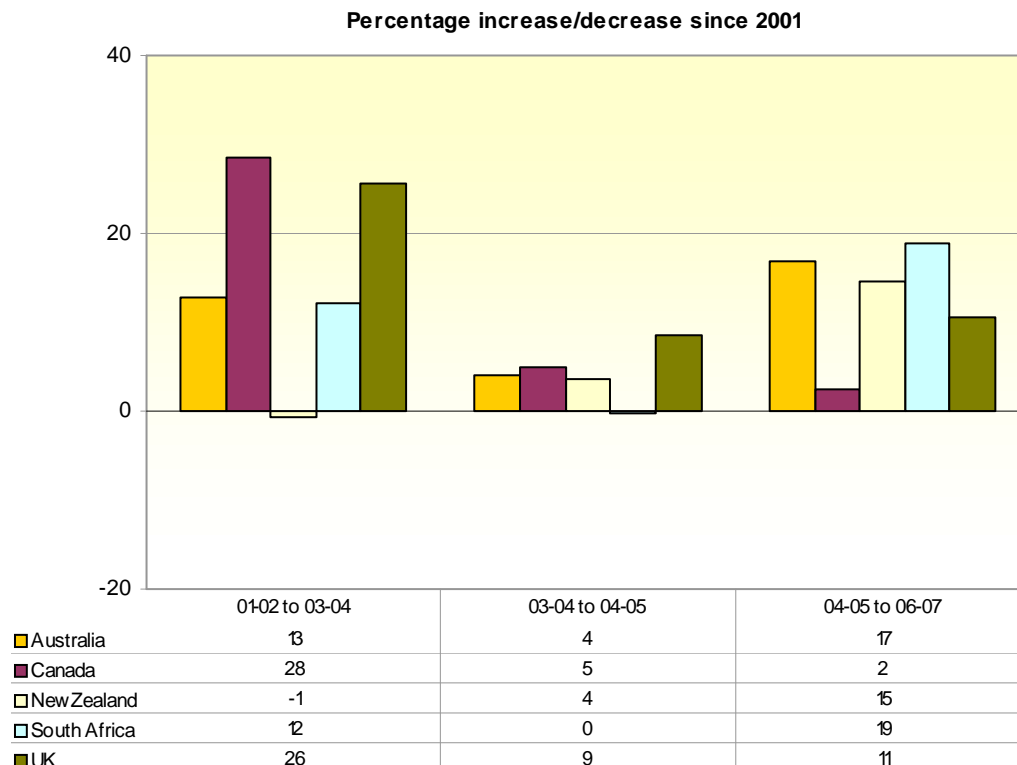


Figure 3 indicates steady growth in Australia since 2000, however, between 2004/05 and 2006/07 growth was steeper than in the preceding intervals. It should be emphasised that in countries where salaries are not negotiated nationally (i.e. Canada, South Africa and Australia) changes in the institutional respondents will have a greater impact on the level of change in the intervening years. This looks particularly to be the case in Canada where there was little change in the salary scales reported by institutions in the last two surveys. South Africa has witnessed a distinct increase in the growth rate of salaries compared with previous

years and this is a likely reflection of the impact of restructuring and investment in higher education in South Africa. It should also be noted that the 2001/02 and 2003/04 period covers two academic years as does the period between the 2004/05 and 2006/07 surveys, presumably representing two years of wage increases and thus higher rates of growth.

Figure 4



The figure above highlights the percentage increase or decrease between the surveys since 2001/02. The chart highlights that the institutional responses from South Africa, Australia and New Zealand generated the biggest increases since the last survey. However, while the value of the Australian and New Zealand dollar increased since the last survey, the value of the South African rand has dropped by a more significant margin than any of the other countries, making the 19% growth rate in South Africa even more pronounced as it had to make up for the fall in value of the rand. For Canada – the only other country that experienced a drop in currency value - this year's survey reflects the lowest growth rate for Canada across the ACU surveys with only a 2% increase. The UK saw an 11% increase which was bigger than in the last survey but not as big as the 26% increase between 2001/02 and 2003/04. Among all the countries the UK and Australia show the most consistent increases across the last five surveys covered by Figure 4.

Summary of benefits data

Benefits that are provided to academics alongside salaries are important elements of the overall compensation package provided. While some benefits are enforced or guided by government policy, others are based on institutional policy.

All but one of the responding universities noted that pension schemes were offered to staff, though not all had higher education specific pension schemes, e.g. South Africa.

Contributions by both the employee and the institution were the most common form of pension plan. Employees' contributions tended to range from 3 to 8%, while institutions at least matched the amount, and typically gave between 14 and 17% in most countries (except Canada and New Zealand). South Africa was the only country where a number of institutions indicated they had a non-contributory scheme in place and the employer covered all pension payments. Overall, Australia and the UK appeared to have the most beneficial schemes in place across all responding institutions.

Medical aid was provided in the majority of Canadian and South African universities, while the other countries did not generally have supplementary plans to the state funded healthcare provision.

Leave conditions appeared, once again, to be more beneficial in Australia than in the other responding countries. Long service leave was particularly strong across the Australian institutions, three institutions reporting as much as 91 (calendar) days leave after 10 years of service. The majority of institutions offered at least one month annual leave and up to one year sabbatical after six years of service. For parental leave, conditions varied, but one year of combined paid and unpaid leave was most common. The length of paid leave was highly differentiated across the countries, but in most cases exceeded the statutory requirement.

In terms of additional benefits, relocation allowances was the single most consistent benefit offered across responding institutions with 88% providing some level of relocation support. Other common benefits included life insurance at 48%, discretionary and critical discipline bonuses at 41% each, and laptop/cell phone allowance at 39% of the institutions. The UK was the only country where institutions (two) reported offering childcare allowances.

4 Conclusion

Among the countries sampled in the survey, Australia once again offered the highest comparative salaries by a significant margin (using purchasing power parity). Canada ranked second, with only limited growth in salary scales since the last survey. Canada was closely followed by the UK, with New Zealand and South Africa ranked fourth and fifth respectively. South Africa experienced the highest level of growth in salary scales since the last survey followed by Australia and New Zealand. While New Zealand ranked fourth it was similarly placed to the UK and Canada at the upper levels of the academic spectrum. Benefits varied among countries and institutions. All institutions reported some form of pension provision for their academic staff. Leave entitlements were mixed but all institutions provided annual and parental leave and the majority of responding institutions offered sabbatical leave based on length of service. Private medical insurance tended not to be provided in countries with national healthcare plans. Canada and South Africa were most likely to provide contributory medical insurance schemes and were also more likely than other countries to provide additional benefits packages to staff, such as free tuition for dependents, relocation allowances, optical and dental care and life insurance.


Any conclusions drawn from the data must, however, be treated with some caution for a number reasons. First, with a relatively limited sample size the survey is not comprehensive in institutional or country coverage. Second, it does not contain a detailed examination of issues such as the kind of infrastructure provided by the institution and other factors affecting the general working conditions of academics like the workload and research/teaching balance. Third, Purchasing Power Parity conversions do not provide an absolute measure of comparative costs. As explained above, no ideal method exists that compares with complete accuracy financial data between countries with different currencies and costs of living. Finally, the salaries are not weighted by actual distribution of salaries across the scales. The midpoint of the scales has been used in this survey to compare the salaries across the participating countries; however, it is important to note that the midpoint might not reflect the concentration of salaries at different institutions. At some institutions for example staff salaries might be concentrated at the upper ends of the scale and in others at the lower end. Nonetheless, several institutions have confirmed that staff salaries are likely to be concentrated at the mid-level. More importantly this survey sets out to compare salary ranges that are available to staff at certain points in their career in different countries and this is reflected in the analysis of the institutional salary scales rather than actual salary averages.

Despite the caveats, the survey still provides some useful indicators for comparing international salaries and conditions. The sample size, while limited, still represents 46 institutions in five countries across four global regions of the Commonwealth. All of the countries are represented by a significant cross-section of institutions (differentiated by size, location and historical background) to provide a good reflection of national trends in the


sample countries. Moreover, because the survey has been carried out over a number of years, trends over time can also be identified within and across the participating countries. As one of the only surveys of its kind the ACU salary survey remains a good source of information and a useful comparative tool for HE staff and policy makers both within and beyond the countries represented in the survey.

APPENDIX A

Country Profiles: Salaries

 Australia	Australian Catholic University		Australian National University		Charles Sturt University		Edith Cowan University	
ANNUAL SALARY								
	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP
PROFESSOR:								
Bottom of Scale	116,491	110,944	124,403	118,479	120,335	114,605	121,857	116,054
ASSOCIATE PROFESSOR:								
Top of Scale	99,629	94,885	106,789	101,704	102,916	98,015	104,217	99,254
Bottom of Scale	90,434	86,128	97,182	92,554	93,418	88,970	94,599	90,094
SENIOR LECTURER:								
Top of Scale	86,602	82,478	93,181	88,744	89,459	85,199	90,591	86,277
Bottom of Scale	75,104	71,528	81,171	77,306	77,582	73,888	78,564	74,823
LECTURER:								
Top of Scale	72,808	69,341	78,772	75,021	75,211	71,630	76,162	72,535
Bottom of Scale	61,312	58,392	66,764	63,585	63,334	60,318	64,135	61,081
ASSOCIATE/ASSISTANT LECTURER:								
Top of Scale	58,244	55,470	63,561	60,534	60,166	57,301	60,983	58,079
Bottom of Scale	42,918	40,874	47,551	45,287	44,335	42,224	44,953	42,812


Big Mac Index
(May 2006) 1.05

 Australia	Flinders University*		University of South Australia		Southern Cross University		University of the Sunshine Coast	
ANNUAL SALARY								
	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP
PROFESSOR:								
Bottom of Scale	121,202	115,430	118,753	113,098	116,999	111,428	118,911	113,249
ASSOCIATE PROFESSOR:								
Top of Scale	103,658	98,722	101,562	96,726	100,167	95,397	101,700	96,857
Bottom of Scale	94,091	89,610	92,191	87,801	90,985	86,652	92,312	87,916
								0
SENIOR LECTURER:							0	
Top of Scale	90,103	85,812	88,286	84,082	87,158	83,008	88,403	84,193
Bottom of Scale	78,142	74,421	76,564	72,918	75,682	72,078	76,665	73,014
								0
LECTURER:							0	
Top of Scale	75,750	72,143	74,221	70,687	73,391	69,896	74,321	70,782
Bottom of Scale	63,792	60,754	62,501	59,525	61,912	58,964	62,585	59,605
ASSOCIATE/ASSISTANT LECTURER:								
Top of Scale	60,599	57,713	59,375	56,548	58,852	56,050	59,454	56,623
Bottom of Scale	49,755	47,386	43,751	41,668	43,549	41,475	43,810	41,724

*Rates effective from as at 6.1.07

**Big Mac Index
(May 2006) 1.05**


Flinders also has a Level D Plus classification (carries title of Professor) halfway between Assoc Professor and Professor - salary \$112,427 pa

 Australia	University of Tasmania*		Victoria University*		University of Western Australia		Average for Australia	
ANNUAL SALARY								
	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP
PROFESSOR:								
Bottom of Scale	117,234	111,651	121,134	115,366	125,790	119,800	120,283	114,555
ASSOCIATE PROFESSOR:								
Top of Scale	100,788	95,989	103,598	98,665	107,582	102,459	102,964	98,061
Bottom of Scale	91,823	87,450	94,037	89,559	97,651	93,001	93,520	89,067
SENIOR LECTURER:								
Top of Scale	88,086	83,891	90,052	85,764	93,514	89,061	89,585	85,319
Bottom of Scale	76,874	73,213	78,098	74,379	81,099	77,237	77,777	74,073
LECTURER:								
Top of Scale	74,597	71,045	75,708	72,103	78,618	74,874	75,414	71,823
Bottom of Scale	63,266	60,253	63,755	60,719	66,203	63,050	63,596	60,568
ASSOCIATE/ASSISTANT LECTURER:								
Top of Scale	60,236	57,368	60,563	57,679	62,892	59,897	60,448	57,569
Bottom of Scale	45,089	42,942	44,629	42,504	46,345	44,138	45,153	43,003


**Big Mac Index
(May 2006) 1.05**

*Rates effective from 1.7.06. 4.5% increase to apply to all 5 surveyed grades from 1.7.07 and 30.6.08.

* Rates effective from 26.12.06

 Canada	Brock University		Dalhousie University		Memorial University		Mount Allison University		University of Northern British Columbia	
ANNUAL SALARY										
	CAD	PPP	CAD	PPP	CAD	PPP	CAD	PPP	CAD	PPP
PROFESSOR:										
Bottom of Scale	92,085	80,776	70,540	61,877	75,000	65,789	85,288	74,814	81,492	71,484
ASSOCIATE PROFESSOR:										
Top of Scale			105,019	92,122	97,500	85,526	104,172	91,379	90,292	79,204
Bottom of Scale	72,198	63,332	60,380	52,965	63,000	55,263	64,043	56,178	66,961	58,738
ASSISTANT PROFESSOR:										
Top of Scale			82,156	72,067	67,000	58,772	85,288	74,814	71,994	63,153
Bottom of Scale	60,213	52,818	50,220	44,053	53,000	46,491	52,241	45,825	54,773	48,046
LECTURER:										
Top of Scale			70,312	61,677	54,000	47,368	64,043	56,178	58,868	51,639
Bottom of Scale	46,511	40,799	44,433	38,976	47,000	41,228	43,743	38,371	46,647	40,918


Big Mac Index
(May 2006) 1.14

 Canada	Royal Roads University*		University of Saskatchewan		Trent University		Waterloo University*		Average for Canada	
ANNUAL SALARY										
	CAD	PPP	CAD	ppp	CAD	PPP	CAD	PPP	CAD	PPP
PROFESSOR:										
Bottom of Scale	82,400	72,281	81,045	71,092	97,514	85,539	99,143	86,968	84,945	74,513
ASSOCIATE PROFESSOR:										
Top of Scale	95,000	83,333	91,549	80,306	124,573	109,275			101,158	88,735
Bottom of Scale	70,000	61,404	64,961	56,983	77,109	67,639	77,822	68,265	68,497	60,085
ASSISTANT PROFESSOR:										
Top of Scale	75,000	65,789	78,018	68,437	99,770	87,518			79,889	70,078
Bottom of Scale	48,000	42,105	52,494	46,047	59,672	52,344	61,831	54,238	54,716	47,996
LECTURER:										
Top of Scale	60,000	52,632	61,226	53,707	79,706	69,918			64,022	56,160
Bottom of Scale	40,000	35,088	41,807	36,673	48,927	42,918	47,973	42,082	45,227	39,673

**Big Mac Index
(May 2006) 1.14**

* Top of the Professorial scale
CAD110,416


*The maximum of the range is
generally 2.5 x the bottom but there is
no maximum in effect

 New Zealand	University of Auckland*		Auckland University of Technology		Auckland University of Technology		University of Canterbury*	
ANNUAL SALARY								
	NZD	PPP	NZD	PPP	NZD	PPP	NZD	PPP
PROFESSOR:			TEACHING LECTURERS		RESEARCH LECTURERS			
Bottom of Scale	115,085	79,920	99,707	69,241	99,707	69,241	111,171	77,202
ASSOCIATE PROFESSOR:								
Top of Scale			105,573	73,315	105,573	73,315	107,465	74,628
Bottom of Scale	100,277	69,637	90,910	63,132	90,910	63,132	99,695	69,233
SENIOR LECTURER:								
Top of Scale	96,102	66,738	82,502	57,293	92,814	64,454	95,989	66,659
Bottom of Scale	76,724	53,281	62,661	43,515	70,494	48,954	76,624	53,211
LECTURER:								
Top of Scale	72,092	50,064	60,815	42,233	68,418	47,513	72,799	50,555
Bottom of Scale	60,349	41,909	50,805	35,281	57,156	39,692	59,769	41,506
ASSOCIATE/ASSISTANT LECTURER:								
Top of Scale							56,063	38,933
Bottom of Scale							48,293	33,537

**Big Mac Index
(May 2006) 1.44**

*Top of senior lecturer scale is \$96,102 but people can be placed above this step into an unlimited range of rates.

*Rates taken from AUT table of 2006/07 academic salary scales. Available at:
http://www.aus.ac.nz/pay_conditions/academicsalaries.htm


 New Zealand	Lincoln University*		Massey University*		University of Otago*		Victoria University of Wellington	
ANNUAL SALARY								
	NZD	PPP	NZD	PPP	NZD	PPP	NZD	PPP
PROFESSOR:								
Bottom of Scale	102,700	71,319	108,719	75,499	116,251	80,730	110,437	76,692
ASSOCIATE PROFESSOR:								
Top of Scale	101,850	70,729	108,848	75,589	111,280	77,278	105,114	72,996
Bottom of Scale	89,350	62,049	93,180	64,708	100,280	69,639	97,126	67,449
SENIOR LECTURER:								
Top of Scale	90,870	63,104	99,783	69,294	96,682	67,140	93,799	65,138
Bottom of Scale	70,160	48,722	70,513	48,967	77,091	53,535	74,500	51,736
LECTURER:								
Top of Scale	65,860	45,736	71,811	49,869	73,139	50,791	70,506	48,963
Bottom of Scale	54,900	38,125	56,267	39,074	60,640	42,111	58,525	40,642
ASSOCIATE/ASSISTANT LECTURER:								
Top of Scale	50,960	35,389	49,145	34,128	51,181	35,542		
Bottom of Scale	47,190	32,771	45,261	31,431	44,997	31,248		

**Big Mac Index
(May 2006) 1.44**

*Rates taken from AUT table of 2006/07 academic salary scales. Available at: http://www.aus.ac.nz/pay_conditions/academicsalaries.htm


*Rates taken from AUT table of 2006/07 academic salary scales. Available at: http://www.aus.ac.nz/pay_conditions/academicsalaries.htm

*Rates taken from AUT table of 2006/07 academic salary scales. Available at: http://www.aus.ac.nz/pay_conditions/academicsalaries.htm

 New Zealand	University of Waikato*		Average for New Zealand	
ANNUAL SALARY				
	NZD	PPP	NZD	PPP
PROFESSOR:				
Bottom of Scale	108,165	75,115	107,994	74,996
ASSOCIATE PROFESSOR:				
Top of Scale	105,813	73,481	106,440	73,916
Bottom of Scale	92,881	64,501	94,957	65,942
SENIOR LECTURER:				
Top of Scale	95,386	66,240	93,770	65,118
Bottom of Scale	71,115	49,385	72,209	50,145
LECTURER:				
Top of Scale	69,367	48,172	69,423	48,210
Bottom of Scale	56,815	39,455	57,247	39,755
ASSOCIATE/ASSISTANT LECTURER:				
Top of Scale	48,796	33,886	51,229	35,576
Bottom of Scale	41,670	28,938	45,482	31,585

* Scale for **Assistant Lecturer** taken from AUT table of 2006/07 academic salary scales. Available at: http://www.aus.ac.nz/pay_conditions/academicsalaries.htm
All other scales taken from survey response

**Big Mac Index
(May 2006) 1.44**

 South Africa	University of Cape Town *		University of the Free State*		University of KwaZulu Natal*	
ANNUAL SALARY						
	ZAR	PPP	ZAR	PPP	ZAR	PPP
PROFESSOR:						
Top of Scale (CPT, KZN and Wits)	455,774	101,283			342,373	76,083
Bottom of Scale	205,496	45,666	239,274	53,172	206,378	45,862
ASSOCIATE PROFESSOR:						
Top of Scale	373,968	83,104	239,274	53,172	267,373	59,416
Bottom of Scale	178,693	39,710	213,705	47,490	189,754	42,168
SENIOR LECTURER:						
Top of Scale	315,536	70,119	213,705	47,490	239,291	53,176
Bottom of Scale	188,461	41,880	172,239	38,275	151,807	33,735
LECTURER:						
Top of Scale	257,103	57,134	196,797	43,733	205,298	45,622
Bottom of Scale	141,252	31,389	140,811	31,291	110,304	24,512
ASSOCIATE/ASSISTANT LECTURER:						
Top of Scale	233,730	51,940				
Bottom of Scale	122,752	27,278				

* Salaries in effect as of January 2007


Salaries above reflect basic pensionable salary total remuneration packages for each post are as follows:

**Big Mac Index
(May 2006) 4.5**

* Info taken from institutional response and UCT website
<http://hr.uct.ac.za/generic.php?m=/remunbenefits/rate4job.php>

Professor = R342 824.49 (minimum) R383 968.85 (maximum)
Associate Professor = R294 711.56 (minimum) R326 892.29 (maximum)
Senior Lecturer = R242 523.12 (minimum) R294 711.56 (maximum)
Lecturer = R202 968.35 (minimum) R273 431.42 (maximum)


*Senior Professor - Top of Scale R342,373.00 p.a. Bottom of Scale R278,723.00 p.a.

 South Africa	Nelson Mandela Metropolitan University - (former PET staff)*		Nelson Mandela Metropolitan University (former UPE staff)*		North West University		University of Pretoria	
ANNUAL SALARY								
	ZAR	PPP	ZAR	PPP	ZAR	PPP	ZAR	PPP
PROFESSOR:								
Top of Scale (CPT, KZN and Wits)								
Bottom of Scale	**		198,519	44,115	329,000	73,111	369,884	82,196
ASSOCIATE PROFESSOR:								
Top of Scale	250,719	55,715	297,801	66,178	415,000	92,222	369,884	82,196
Bottom of Scale	167,295	37,177	198,519	44,115	260,000	57,778	307,289	68,286
SENIOR LECTURER:								
Top of Scale	216,975	48,217	239,724	53,272	328,000	72,889	305,385	67,863
Bottom of Scale	151,047	33,566	159,801	35,511	205,000	45,556	252,473	56,105
LECTURER:								
Top of Scale	200,103	44,467	192,960	42,880	259,000	57,556	283,767	63,059
Bottom of Scale	115,320	25,627	128,619	28,582	162,000	36,000	221,162	49,147
ASSOCIATE/ASSISTANT LECTURER:								
Top of Scale								
Bottom of Scale								

* Following the merger of Port Elizabeth Technikon (PET) and the University of Port Elizabeth (UPE) to form the Nelson Mandela Metropolitan University - differentiated salary scales, based on former structures, are still in place and this is reflected in the two columns for NMMU representing former PET and UPE staff.

** Port Elizabeth Technikon did not have a Professor rank it did, however, have a Director rank where the bottom level was R265,858 and the scale for Head of Departments began at R191,667

Big Mac Index
(May 2006) 4.5

 South Africa	Stellenbosch University		University of Witwatersrand*		Average for South Africa	
ANNUAL SALARY						
	ZAR	PPP	ZAR	PPP	ZAR	PPP
PROFESSOR:						
Top of Scale (CPT, KZN and Wits)			543,821	120,849	447,323	99,405
Bottom of Scale	278,744	61,943	393,697	87,488	277,624	61,694
ASSOCIATE PROFESSOR:						
Top of Scale	335,569	74,571	471,682	104,818	335,697	74,599
Bottom of Scale	238,825	53,072	287,247	63,833	226,814	50,403
SENIOR LECTURER:						
Top of Scale	307,039	68,231	406,704	90,379	285,818	63,515
Bottom of Scale	219,575	48,794	244,720	54,382	193,903	43,089
LECTURER:						
Top of Scale	252,682	56,152	359,414	79,870	245,236	54,497
Bottom of Scale	180,981	40,218	197,690	43,931	155,349	34,522
ASSOCIATE/ASSISTANT LECTURER:						
Top of Scale			218,588	48,575	226,159	50,258
Bottom of Scale			130,000	28,889	126,376	28,084

*The University pays a guaranteed semi-flexible package. Medical Aid and membership of a Retirement Fund is compulsory for Permanent staff members. The Figures quoted are actuals.

The University of Witwatersrand reported that it builds its salary scales on a Mid-point which we get from the Tertiary market survey of South Africa. It is based on the 75 percentile. The University aspires to have all staff grouped around that percentile and 1.1% above and below. There are lots of anomalies. indicated mid-point salaries for each of the positions are as follows:

Mid point for Professors is R465 361 per annum (see note below)


Mid-point for Associated Professors is R 381 913

Mid- point for Lecturer is R298 539

Mid- point for Senior Lecturer is R313 429

Mid-point for Associate Lecturer is R218 204

Big Mac Index
(May 2006) 4.5


 United Kingdom	Cardiff University		University College London		Cranfield University		Durham University*	
ANNUAL SALARY								
	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP
PROFESSOR:								
Bottom of Scale	46,831	74,930	47,685	76,296	56,101	89,762	50,589	80,942
SENIOR LECTURER/READER (Principal Lecuturer in post-92 Universities)								
Top of Scale	51,095	81,752	52,107	83,371	57,893	92,629	46,295	74,072
Bottom of Scale	41,545	66,472	42,367	67,787	42,694	68,310	41,133	65,813
LECTURER B: (Senior Lecturer in post-92 Universities)								
Top of Scale	45,397	72,635	42,367	67,787	47,501	76,002	38,772	62,035
Bottom of Scale	34,813	55,701	32,471	51,954	34,788	55,661	32,471	51,954
LECTURER A: (Lecturer in post-92 Universities)								
Top of Scale	30,012	48,019	34,448	55,117	36,495	58,392	31,525	50,440
Bottom of Scale	27,466	43,946	25,633	41,013	26,729	42,766	26,402	42,243

Big Mac Index
(May 2006) 1.6 (dollars per pound)

NB: UK introduced a new single spine consisting of 51 points and grading structure in Autumn 2006 and it is up to each institution to place staff posts on the national pay spine

Set salary scales have been provided but many institutions have the discretion to raise salaries above the top of the scale within certain parameters. For further information see the websites of the Universities and Colleges Employers Association and the Universities and Colleges Union websites.


*Durham has 3 discretionary points above the maximum for senior lecturer/reader which takes the scale to £50,589. Similarly it has 3 discretionary points above the maximum for senior lecturer taking it £42,367

 United Kingdom	University of Glasgow		University of Leeds		Nottingham Trent University		Oxford Brooks University*	
ANNUAL SALARY								
	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP
PROFESSOR:								
Bottom of Scale	47,685	76,296	50,588	80,941	49,068	78,509		
SENIOR LECTURER/READER (Principal Lecuturer in post-92 Universities)								
Top of Scale	46,295	74,072	50,588	80,941	45,658	73,053	46,295	74,072
Bottom of Scale	41,133	65,813	39,935	63,896	36,312	58,099	41,133	65,813
LECTURER B: (Senior Lecturer in post-92 Universities)								
Top of Scale	39,935	63,896	42,367	67,787	38,647	61,835	39,935	63,896
Bottom of Scale	34,448	55,117	32,471	51,954	29,058	46,493	32,471	51,954
LECTURER A: (Lecturer in post-92 Universities)								
Top of Scale	31,525	50,440	34,448	55,117	31,274	50,038	30,606	48,970
Bottom of Scale	28,010	44,816	28,010	44,816	25,083	40,133	28,010	44,816

Big Mac Index
(May 2006) 1.6 (dollars per pound)

*Oxford Brooks has discretionary points above the maximum for principal lecturer/reader which takes the scale to £50,589. It also has discretionary points above the maximum for senior lecturer taking this scale potentially to £43,638

They did not provide a salary rate at the bottom of the professorial scale


 United Kingdom	University of Stirling*		University of Wales, Newport		Average for UK	
ANNUAL SALARY						
	GBP	PPP	GBP	PPP	GBP	PPP
PROFESSOR:						
Bottom of Scale	46,295	74,072	42,533	68,053	48,597	77,756
SENIOR LECTURER/READER (Principal Lecuturer in post-92 Universities)						
Top of Scale	49,116	78,586	41,496	66,394	48,684	77,894
Bottom of Scale	39,935	63,896	36,312	58,099	40,250	64,400
LECTURER B: (Senior Lecturer in post-92 Universities)						
Top of Scale	43,638	69,821	38,647	61,835	41,721	66,753
Bottom of Scale	29,716	47,546	29,058	46,493	32,177	51,482
LECTURER A: (Lecturer in post-92 Universities)						
Top of Scale	28,849	46,158	31,274	50,038	32,046	51,273
Bottom of Scale	25,633	41,013	25,083	40,133	26,606	42,569


Big Mac Index
(May 2006) 1.6 (dollars per pound)


*These figures are based upon the values at 01.08.2006. The pay structures are currently being reviewed and are likely to change in the spring 2007


APPENDIX B


Country Profiles: Benefits


	Australia	Australian Catholic University	Australian National University	Charles Sturt University	Edith Cowan University	Flinders University	University of South Australia
PENSION SCHEME							
Pension Provided	Superannuation is provided. A staff member may elect a pension option as a benefit from superannuation	Pension benefits are payable on retirement by the Universities superannuation provider (UniSuper)	These rates relate to only one of the Superannuation funds of the University, but which is applicable to most employees of the University	Yes	Pension (i.e. "superannuation") is provided by UniSuper Superannuation Fund to which University and staff contributions are paid on fortnightly basis	Employer/employee contribute to University superannuation schemes (e.g. Superannuation Pension or Lump sum scheme)	
Employee contrib: % of salary	0% - 7% from 1 Jul 06 (7% compulsory until 1/7/06)	7% post-tax contributions and 8.25% pre-tax contributions. Employees at the ANU have a choice of whether they wish to make pre or post tax contributions	7%	7%	7%. Staff members with contracts less than 2 years and/or with appt fraction of less than 50% are not required to pay contribution	Employee contributes 7% of gross salary	
University contrib: % of salary	17%	17 or 9%. 17% for fixed-term more than 12 months and continuing employees and 9% for fixed-term less than 12 months and casual employees	17%	17%	17% University contribution may vary depending on length and funding of position - but no lower than 9%	Employer contributes 17% of gross salary	
Pension value at retirement	Variable depending on length of service, personnel contribution level, service fraction, age and salary	Not known			Depends on years of service, leaving salary and fraction	Superannuation Schemes are Defined benefit and Lump sum schemes - too many variables to provide value	
MEDICAL AID							
University scheme provided	No	No	No	No	No	No	
Contributory/Non-contributory/other	No	Non-Contributory					
Contribution by university (%)							
% of medical costs covered							
LEAVE							
Annual leave	11-20 days		Most employees are entitled to 4 weeks Annual Leave per annum	20 days	All staff granted 20 days of leave per annum	11-20 days	
Sabbatical/Study leave	4-6 months	4-6 months	An employee must complete their probation before being entitled to the Special Studies Programme (SSP), so they would only fit 1 period of 6 months SSP in 5 years. If an employee had already completed probation, they could, in effect, fit 2 periods of 6 months SSP in a 5 year period	6 months to one year	Eligible academic staff accrue 6 weeks per completed year of service	1-3 months	
Long Service leave	45.5 days after 7 years then 6.5 days per year thereafter	6.5 days per year	2 months after 10 years service then 15 calendar days per annum after that	65 days per 10 years of service	6.5 working days of LSL per completed year of service	91 calendar days / first 10 years then 9.1 calendar days for each subsequent year	

 Australia	Australian Catholic University	Australian National University	Charles Sturt University	Edith Cowan University	Flinders University	University of South Australia
FAMILY LEAVE						
Maternity leave paid	1. Max 12 weeks - 1 week for each month employed in first year 2. 1 to 2 yrs - 12 weeks 3. For a person with over 2 years service - one year leave on 75% of annual salary	12 weeks paid maternity leave and 8 weeks paid primary care giver leave	3-6 months broken into 14 weeks at the commencement of Maternity Leave (full or half pay) and 12 weeks as part of a return to work programme	26 weeks paid	18 weeks of paid maternity leave granted	16 weeks @ 100% and 12 weeks @ 50% ordinary pay
Maternity leave unpaid	Child Rearing leave also available up to 5 years	1 year	More than one year. The amount will depend upon election to take paid leave at full or half pay	One year total inclusive of paid leave	34 weeks of unpaid maternity leave granted	1 year
Paternity leave paid	10-30 days	0-10 days	Employee may apply for 5 days paid Special Leave	10-30 days	1 week of paid partner leave granted at time of birth	0-10 days
Paternity leave unpaid	1 year	1 year	1 year	10-30 days	51 weeks granted in addition to the 1 week's paid partner leave	1 year for staff with parental responsibilities who is not birth mother
Adoption leave paid	1 year. Conditional on 2 years service otherwise reduced benefits apply	20 weeks from date of placement. The staff member is the legal parent and the child's primary care-giver. The child must be at placement less than five years of age, is not a step-child of staff member or spouse, and has not previously lived continuously with the staff member for 6 months or more. Leave may be shared between the parents but not thereby increased in total or taken concurrently.	26 weeks if the child being adopted is less than twelve months of age and 14 weeks if the child being adopted is older than twelve months of age	26 weeks paid	18 weeks of paid adoption leave granted	16 weeks @ 100% and 12 weeks @ 50% ordinary pay
Adoption leave unpaid	More than one year	1 year	1 year	One year total inclusive of paid leave	34 weeks of unpaid adoption leave granted	1 year
Family/Carer leave paid	0-10 days	10-30 days. Has been included in personal leave which is for sick leave, family carers leave, bereavement.	Employees may access Sick Leave to credit for the purposes of Carer's Leave. The Sick Leave entitlement is 15 days per annum, however, if an employee has a greater balance, they can utilise this	10-30 days. It forms part of sick-leave entitlement	Staff have access to special paid leave of 5 days/year plus can draw on 10 days of own sick leave for this purpose plus discretion for using a further 5 days of their sick leave (if available)	0-10 days. Staff are also entitled to access up to 10 days of their accrued personal leave entitlement per year for carer's leave
Family/Carer leave unpaid		0-10 days. At the discretion of the employment area.	More than one year. Employees may apply for Leave Without Pay for lengthy periods of Carer's Leave	10-30. Unpaid leave is not prescribed in any general manner. This is just an estimate	Leave without pay may be sought if No other form of paid leave available	Staff are entitled to take up to 2 days unpaid leave for each occasion


	Australia	Australian Catholic University	Australian National University	Charles Sturt University	Edith Cowan University	Flinders University	University of South Australia
ADDITIONAL BENEFITS							
Housing allowance/University housing	No	Yes	No	No	No	No	No
Loan of vehicle	No	No	Fleet Vehicles available for employees. Senior Executive employees may have a vehicle provided to them for exclusive use.	No	No	No	No
Free tuition allowance for dependants	No	Yes	No	No	No	No	No
Childcare allowance	No	No	No	No	No	No	No
Discretionary bonuses	No	Yes	Our new Performance Management Scheme (PMS) provides for bonuses to be paid to employee who meet their set "stretch objectives". The PMS is a rated scheme and bonuses are only paid according to an employee's rating within the scheme	Only at Professorial and Head of School level. Then it equates to 7.5% or 5.0% respectively of base salary	No	No	No
Bonuses in critical discipline areas	No	Yes	Certain employees have been paid retention allowances if they are specialists in their particular field	No	"Retention" allowances may be granted in certain areas where market-driven	No	No
Disability allowances	No	Yes	No	No	No	No	No
OTHER BENEFITS							
Optical Care	No	No	No	No	No	No	No
Dental Care	No	No	No	No	No	No	No
Relocation allowance	No	Yes	For certain employees, relocation expenses will be paid upon commencement. For all current employees, relocation expenses will be paid if they move between campuses	Yes	Yes	Yes	Yes
Life Insurance	No	No	No	No	No	No	No
Lap top/Cell phone allowance	No	Yes	Not so much an allowance, but these items are provided by the University to certain employees	Dependent upon the need of the position determined by the University	Senior executive positions may have access to laptops/cell phones	No	No
Any other benefits that have not been indicated above							Market Allowance, Meal Allowance, Travel Allowance, Motor Vehicle Allowance, First Aid Allowance, Higher Duties Allowance, Offshore Teaching Allowance, On Call Allowance, Pre-Separation Loading, Associate Head of School Allowance, Performance payment scheme


 Australia	Southern Cross University	University of the Sunshine Coast University	University of Tasmania	Victoria University	University of Western Australia
PENSION SCHEME					
Pension Provided	Benefits are dependent on the provisions of the employee's superannuation scheme	Yes	Provided indirectly through the University's membership of the national superannuation fund UniSuper	UniSuper, VicSuper and State Super	Yes
Employee contrib: % of salary	Most staff superannuation contribution is generally 7%	7%	Normally 7% when employer contribution is 17%. Since 1.7.06 all such employees can choose between 0-7% employee contribution	As of 1/7/06 staff have the option to contribute 0% to 7% - previously compulsory to contribute 7%	7%
University contrib: % of salary	Most staff employer superannuation contribution is generally 14% + further 3% award benefit. Employees who do not contribute a proportion of their own salary receive 9%	17%	17%. Employee can elect to only receive 14%, and to receive higher salary instead. 9% instead of 17% applies to employees holding fixed-term contracts of less than 2 years duration, or if only employed on a casual basis	17%	17%
Pension value at retirement	Benefits are dependent on the provisions of the employee's superannuation scheme	Determined by level of contribution and service period		Varies by individual, depending on age at retirement, length of service, etc.	
MEDICAL AID					
University scheme provided	No	No	No	No	No
Contributory/Non-contributory/other					
Contribution by university (%)					
% of medical costs covered					
LEAVE					
Annual leave	20 days per year	11-20 days	20 days for all Australian Universities	20 days per annum	11-20 days
Sabbatical/Study leave	6 months to 1 year	0 months	Up to 3 months leave after 6 years service	6 months to 1 year	6 months to 1 year
Long Service leave	9.1 calendar days per year (10 - 15 years service); 15.2 calendar days per year for service after 15 years	65 days on the completion of 10 years service	65 days after 10 years, 6.5 days per year thereafter. Prior service with other Universities is also recognised for this purpose	65 days after 10 years of service + 6.5 days for every additional year of service	91 days/ per 10 of years


 Australia	Southern Cross University	University of the Sunshine Coast University	University of Tasmania	Victoria University	University of Western Australia
FAMILY LEAVE					
Maternity leave paid	14 weeks @ full pay or 28 weeks @ half pay after twelve months service	26 weeks	26 weeks per child	If less than 12 months of service: paid 1 week per completed calendar month of service. If 12 months or more of continuous service: 14 weeks paid leave plus 38 weeks at 60% pay OR 14 weeks paid leave plus 22.8 weeks at full pay	3-6 months
Maternity leave unpaid	Additional maternity leave without pay to bring total absence up to 12 months	1 year max. entitlement inclusive of any paid Maternity leave	6-9 months	After exhausting paid leave, can take unpaid leave to bring total absence to 52 weeks	More than one year
Paternity leave paid	Known as 'Spouse leave' - entitles partner to one week paid leave during the two weeks before to three months after the expected date of birth of the baby	0-10 days	1 week per child. Can also share up to 26 weeks of maternity leave of spouse/partner also employed by the University	2 weeks paid leave following the birth of the child	two weeks paid leave
Paternity leave unpaid	Additional spouse leave without pay to bring total absence up to 12 months	1 year max. entitlement inclusive of any paid Paternity leave	26 weeks per child	after exhausting paid leave, can take unpaid leave to bring total absence to 52 weeks	More than one year
Adoption leave paid	Full pay for 10 weeks or half pay for 20 weeks after 12 months service and child being adopted is five years or younger	3-6 months	26 weeks per child less than 1 year old, 6 weeks per older child	Same conditions apply as maternity leave	3-6 months
Adoption leave unpaid	Additional adoption leave without pay to bring total absence up to 12 months	1 year max. entitlement inclusive of any paid Adoption leave		Same conditions apply as maternity leave	More than one year
Family/Carer leave paid	Maximum of two weeks per calendar year to support a family member who is ill. Pro-rata for employees with less than twelve months service	5 days per year	Up to 5 days sick leave may be accessed each year to care for a sick/injured family member. Separate entitlement to 3 days bereavement leave per bereavement	3 days per annum. Access sick leave credit thereafter	Staff members can access 12.5 days per year which is cumulative
Family/Carer leave unpaid		on application		0-10 days.	Staff can access leave without pay as required


	Australia	Southern Cross University	University of the Sunshine Coast University	University of Tasmania	Victoria University	University of Western Australia
ADDITIONAL BENEFITS						
Housing allowance/University housing	No	No	2 weeks accommodation provided to commencing employees who have had to relocate	No	No	
Loan of vehicle	No	No	No	No	No	
Free tuition allowance for dependants	No	No	No	No	No	
Childcare allowance	No	No	On-site child-care fees can be "salary-sacrificed" so that tax is paid on the reduced salary amount	No	No	
Discretionary bonuses	No	To identified staff only	Attraction/retention loadings	Yes	attraction, retention, market loadings, performance bonuses are also available	
Bonuses in critical discipline areas	Dental bonus of \$10,000/year for regional dentists and Medical bonus of \$10,000/year for regional doctors	To identified staff only	Medicine	No	Yes	
Disability allowances	No	No	No	No	No	
OTHER BENEFITS						
Optical Care	No	No	No	No	No	
Dental Care	No	No	No	No	No	
Relocation allowance	In accordance with the University's Relocation Assistance Policy - varies depending on locality	Yes	Up to AUS\$ 10,000 to cover relocation of family members and relocation of household and personal effects	Senior lecturer and above	Yes	
Life Insurance	No	No	No	No	Yes	
Lap top/Cell phone allowance	No	No	No	No	Yes	
Any other benefits that have not been indicated above	Financial Assistance with Study in accordance with Uni policy; wellness program assisting with gym membership; etc.	Salary packaging available		The university offers a comprehensive range of salary packaging items including lap top, superannuation, childcare and professional association membership		

 Canada	Brock University	Dalhousie	Memorial University	Mount Allison University	University of Northern British Columbia	Royal Roads University
PENSION SCHEME						
Pension Provided	Yes	Yes	Yes	Defined contribution plan	Yes	Yes
Employee contrib: % of salary	4.4% to YMPE (Yearly Maximum Pensionable Earnings) then 6%	4.65% on first \$5000, 6.15% above \$5000	6%	6%	3% for annual salary between \$1 and \$42,000; 5% when salary meets and exceeds \$42,000	7.95% include YMPE, then 8.7% after YMPE
University contrib: % of salary	7.4% to YMPE then 9%	Same or greater to meet cost of benefits	6%	7.50%	5% for annual salary between \$1 and \$42,000; 10% when salary meets and exceeds \$42,000	100%-7.95% including YMPE, then 8.7% after YMPE
Pension value at retirement	Greater of Money Purchase Pension and Minimum Guarantee Pension	70% maximum	Depends	N/A (defined contribution plan)	Depends on employee's vesting period, salary, and years of service. Vesting period is 2 years	Pension value at retirement can't be determined as we have Defined Contribution plans: Pay out benefits based on the actual performance of the pension fund. Contribution into the plan is defined
MEDICAL AID						
University scheme provided	OHIP (Ontario Health Insurance Program) is government funded basic health insurance. All Ontario residents have OHIP coverage	Yes	Yes	Yes	University pays for provincial medical services plan, which is a taxable benefit to employees; the University also has a benefits plan which covers employees for: dental, vision, short term illness, extended health, long term disability and accidental death & dismemberment	Yes
Contributory/Non-contributory/other	Other	Contributory	Contributory	Contributory		Contributory
Contribution by university (%)		60%	50%	50%		100%
% of medical costs covered	100% Basic Health insurance	varies	80%	80%		80%
LEAVE						
Annual leave	30 days vacation	21-30 days	21-30 days	25 days	20 days is the average faculty vacation leave	11-20 days
Sabbatical/Study leave	6 months @ 85% salary after 3 years, 1 year @ 85% after 6 years service or 6 months @ 100% salary	6 months to 1 year	6 months to 1 year	12 month leave after 6 years or 6 month leave after 3 years for tenured faculty; probationary faculty entitled to 6 month leave after 3 years of service	1 year sabbatical for 6 years of service, or 6 months sabbatical for 3 years service	0 months
Long Service leave	Not applicable	None	None	Not applicable	Not applicable	0 days/per 0 years

 Canada	Brock University	Dalhousie	Memorial University	Mount Allison University	University of Northern British Columbia	Royal Roads University
FAMILY LEAVE						
Maternity leave paid	Normal salary for the first 2 weeks of maternity leave (waiting period for Employment Insurance Maternity Leave benefits), and then 95% of such salary less Employment Insurance Maternity Leave benefits for 15 weeks	Maternity leave is 17 weeks, followed by a parental leave, for a total of up to 52 weeks	3-6 months	Maternity leave of 17 weeks during which employee receives 95% of salary through combination of government Employment Insurance (EI) benefits and employer top-up payments (see additional child care leave below)	1 year. University tops up employment insurance payment to reach salary at 100%	1 year
Maternity leave unpaid			6-9 months		Faculty may request an extended unpaid leave of absence for up to 2 years or use vacation	1 year
Paternity leave paid	Supplementary benefit of 95% of Normal salary less Employment Insurance benefits for up to 13 weeks	Employees may elect to take 5 days with full pay, or 17 weeks with top-up. May also take a further unpaid leave	1 year	Child care of up to 37 weeks during which government EI are payable; employer tops up EI benefits to 95% of salary during first 9 weeks	Same benefit as maternity leave	1 year
Paternity leave unpaid	Additional 22 weeks of unpaid leave			3-6 months	Same benefit as maternity leave	1 year
Adoption leave paid	Same as Maternity/Parental Leave	Employee can elect to take up to 27 weeks with top-up, and further unpaid leave	3-6 months	Child care of up to 37 weeks during which government EI are payable; employer tops up EI benefits to 95% of salary during first 9 weeks	Same benefit as maternity leave	1 year
Adoption leave unpaid				3-6 months	Same benefit as maternity leave	1 year
Family/Carer leave paid	0-10 days	More than one year	0-10 days	Child care of up to 37 weeks during which government EI are payable; employer tops up EI benefits to 95% of salary during first 9 weeks	Maximum of 10 days	30-90 days. Bereavement Leave: given 5-7 days depending on circumstance
Family/Carer leave unpaid	0-10 days	As required and requested for personal and emergency issues		3-6 months	Faculty may request an unpaid leave of absence for up to 2 years	30-90 days
ADDITIONAL BENEFITS						
Housing allowance/University housing	No	No	No	No	No	No
Loan of vehicle	No	No	No	No	No	No
Free tuition allowance for dependants	After one full year of employment, spouses and dependant children under the age of 25 are eligible for undergraduate credit courses at the University	50% of tuition fees in any undergraduate program excluding Law, Medicine and Dentistry; further waiver to max of \$3270 for Medicine, Law and Dentistry. Both amounts doubled when both parents are faculty members	No	60% tuition fee discount for employee, spouse and dependent children	Yes	No


 Canada	Brock University	Dalhousie	Memorial University	Mount Allison University	University of Northern British Columbia	Royal Roads University
Childcare allowance	No	No	No	No	University has on-site day care	No
Discretionary bonuses	No	Special salary increases may be awarded in accordance with collective agreement and subject to joint union-university approval	No	No	No	No
Bonuses in critical discipline areas	No	Certain areas such as Medicine and Law have additional salary attached to base salary	Yes	Market differential payments may be made in certain disciplines (computer science, economics, business)	Market differential salary stipends	No
Disability allowances	No	Paid sick leave, long term disability insurance plan	No	Long term disability insurance plan provides monthly disability benefit equivalent to 60% of pre disability salary after 6 months of total disability; benefit is Non-taxable	University is required to make reasonable accommodation	No
OTHER BENEFITS						
Optical Care	Reimbursement up to \$300 for prescription glasses, contact lenses or apply to laser eye surgery once every 2 calendar years	Limited as per health plan	Yes	Yes	Yes	Full cost of eye exam per year, up to \$100 for prescription glasses, contact or repair per 2 years
Dental Care	Yes	Limited as per dental plan	Yes	Yes	Yes	RRU pays 100% of monthly premiums. Plan A - 100% of basic service. Plan B - 50% and a maximum of \$1500 per year for crowns, bridges and dentures. Plan C - Orthodontic -50% paid up to a life time of (\$1500) per person
Relocation allowance	\$3500 plus 50% to max of \$5000 for tenure or tenure-track	Expenses for transportation costs of newly-appointed faculty member and family, full costs of essential professional equipment, household goods to max of \$3706	Yes	Yes	Yes	Yes
Life Insurance	3 x nominal salary to a maximum of \$250,000	Yes	Yes	Yes	Yes	Yes
Lap top/Cell phone allowance	No	No	Yes	No	Yes	No
Please indicate any other benefits that have not been indicated above	Employee paid premiums for LTD. STD - 105 days of illness or disability - University pays full salary; LTD - Non taxable benefit of 60% of salary to a maximum benefit of \$5000 per month. Continues until able to return to work or until Normal retirement date (age 65)	Hospital care, travel health insurance, long term disability, accidental death and disability		Accidental death & dismemberment insurance; employee assistance plan; professional development allowance; reduced fitness centre membership	Annual professional development allowance. Relocation assistance and house-hunting trip. A vehicle is also provided for the house-hunting trip	Tuition for Faculty: After 1 year of employment and subject to annual budget limitation 50% of tuition fee will be waived for eligible faculty members. EAP: RRU pays 100% of monthly premiums. LTD: RRU maintains LTD plan, member shall cover 100% of monthly premiums


 Canada	University of Saskatchewan	Trent University	Waterloo University
PENSION SCHEME			
Pension Provided	Yes	For all Regular Full and Part time Faculty and Staff	
Employee contrib: % of salary	6.82%	6.5%	4.55% of base earnings up to Y.M.P.E and 6.5% on base earnings exceeding Y.M.P.E. The Y.M.P.E. for 2006 is \$42,100. This pension is in addition to Canada Pension Plan which is mandatory for all employees and employers
University contrib: % of salary	6.82%	9%	100% plus funds any balance of cost
Pension value at retirement	Defined Benefit - Average Earnings Formula. Defined Contribution - accumulated employer and employee contributions and investment income. Closed to new enrolments July 1, 2000	2% times final average salary times years in the plan	Depends on your Final Average Earnings, your credited service and the Canada Pension Plan Average
MEDICAL AID			
University scheme provided	Yes	Yes	Extended Health Care Plan to supplement the Ontario Hospital Insurance Plan (OHIP) Includes drug and other medical expenses including paramedical practitioners
Contributory/Non-contributory/other	Non-Contributory	Non-Contributory	Contributory
Contribution by university (%)	100%	100%	100% for full time and prorated for part time
% of medical costs covered	100%	100%	80%. Benefit Maxima in effect. The out of pocket cap for 2006 is \$118 for single and \$236 for family coverage
LEAVE			
Annual leave		21-30 days	21-30 days
Sabbatical/Study leave		4-6 months	6 months leave is paid at full salary, 12 month leave is paid at 85% of full salary
Long Service leave			None


 Canada	University of Saskatchewan	Trent University	Waterloo University
FAMILY LEAVE			
Maternity leave paid	3-6 months top-up to 95% of normal salary	3-6 months	3-6 months
Maternity leave unpaid	Total paid and unpaid leave not to exceed 1 year	1 year	
Paternity leave paid	3-6 months primary caregiver top-up to 95% of Normal salary	30-90 days	6-9 months
Paternity leave unpaid	Total paid and unpaid leave Not to exceed 1 year	3-6 months	
Adoption leave paid	3-6 months primary caregiver top-up to 95% of Normal salary	30-90 days	6-9 months
Adoption leave unpaid	Total paid and unpaid leave not to exceed 1 year	3-6 months	
Family/Carer leave paid	Leave for Personal Reasons: Bereavement, family illness etc. (paid leave for short periods of time)	0-10 days	
Family/Carer leave unpaid		0-10 days	1 year. Approval is required and employee premium contributions to benefits must continue
ADDITIONAL BENEFITS			
Housing allowance/University housing	Yes	No	No
Loan of vehicle		No	No
Free tuition allowance for dependants	Scholarship Fund	Yes	50% for eligible dependant children


 Canada	University of Saskatchewan	Trent University	Waterloo University
Childcare allowance		No	No
Discretionary bonuses		No	No
Bonuses in critical discipline areas		No	
Disability allowances	Yes	No	Yes
OTHER BENEFITS			
Optical Care	Yes	Yes	No
Dental Care	Yes	Yes	Regular ongoing full time employees
Relocation allowance	Yes	Yes	Depending on the salary classification and location
Life Insurance	Yes	Yes	Yes
Lap top/Cell phone allowance		Yes	No
Please indicate any other benefits that have not been indicated above	Supplemental Life & AD&D, Disability		Global Medical Assistance Plan. Emergency medical expenses incurred while travelling outside of Canada


 New Zealand	University of Auckland	Auckland University of Technology	Victoria University	University of Waikato
PENSION SCHEME				
Pension Provided	Yes	No	Yes	Yes
Employee contrib: % of salary	3% - 100% for those staff eligible to join		6.50%	Minimum 3% of Salary
University contrib: % of salary	4.05% - 6.75% (1.35 times the employee contribution to max of		6.70%	1.35 X salary to max of 6.75%
Pension value at retirement	N/A			Sum of Employee & Employer accounts
MEDICAL AID				
University scheme provided	Yes	No	No	No
Contributory/Non-contributory/other	Non-Contributory			
Contribution by university (%)				
% of medical costs covered				
LEAVE				
Annual leave	20 Days per annum	21-30 days	21-30 days	20 Days per annum
Sabbatical/Study leave	6 Months after 3 Years service or 1 Year after 6 Years service	6 months to 1 year. Applies to Research Path Lecturers, Associate Professors and Professors.	6 months to 1 year	6 months to 1 year
Long Service leave	N/A	0	4 weeks/20years	Nil
FAMILY LEAVE				
Maternity leave paid	30-90 days	30-90 days. This is an ex-gratia payment	14 weeks	
Maternity leave unpaid	6-9 months	1 year with 6 months service	1 year	
Paternity leave paid	30-90 days	30-90 days. This is an ex-gratia payment	10 days	6 weeks leave
Paternity leave unpaid		1 year with 6 months service	1 year	9 to 11 months
Adoption leave paid	30-90 days	30-90 days with 6 months service and adoption of a child under 5	30-90 days	6 weeks leave
Adoption leave unpaid	6-9 months	1 year	1 year	9 to 11 months
Family/Carer leave paid		No		
Family/Carer leave unpaid				

 New Zealand	University of Auckland	Auckland University of Technology	Victoria University	University of Waikato
ADDITIONAL BENEFITS				
Housing allowance/University housing	No	No		No
Loan of vehicle	No	No		No
Free tuition allowance for dependants	No	No		No
Childcare allowance	No	No		No
Discretionary bonuses	No	No		No
Bonuses in critical discipline areas	No	No		No
Disability allowances	No	No		No
OTHER BENEFITS				
Optical Care	No	No		No
Dental Care	No	No		No
Relocation allowance	Varies on case to case. May include airfares, container, accommodation etc.	In certain situations		No
Life Insurance	No	No		No
Lap top/Cell phone allowance	No	In certain situations		No
Any other benefits that have not been indicated above		Meal Allowances: Where an employee's hours of duty span any two meal breaks. Transport Allowances: Where an employee uses their own vehicle for official business. Travelling Allowances: Where an employee travels on official business. Compassionate Grant on Death of Employee: Dependent on length of service. Professional association memberships and practising certificates or registrations: Where relevant to position. Professional Development Time and Allowance: Applies to Teaching Path Lecturers (10 days per year and NZ\$1000)		

 South Africa	University of Cape Town	University of the Free State	University of KwaZulu Natal	Nelson Mandela University (former PET staff)	Nelson Mandela University (former UPE staff)
PENSION SCHEME					
Pension Provided	Yes	Yes	Yes	Yes	Yes
Employee contrib: % of salary		7.5%	7.5% of salary	8%	Non Contributory
University contrib: % of salary	22,5% (This amount is based on Deemed Pensionable Amount)	15%	15% - includes Group Life cover and administration costs. Pension/Provident Fund Contributions + Group Life ex Westville employees: Pension & Provident - Defined Benefit 7.5% employee contribution 22.8% employer contribution, Pension & Provident - Defined Contribution 7.5% employee contribution 22% employer contribution. Also refer to Additional Benefits - Life Insurance	11 percent. (16% Employer contribution, less 5% administration fee)	20%. (20% non contributory fund, 5% being the administration fee)
Pension value at retirement		Amounts vary, but 100% is paid out	100% i.e. employer + employee contributions		
MEDICAL AID					
University scheme provided	Yes	Yes	Yes	Yes	Yes
Contributory/non-contributory/other	Non-Contributory	Contributory.	Contributory	Contributory	Contributory
Contribution by university (%)		Fixed amount of R17698,43 (PPP \$3,993)	67%. 33% employee. Staff members on their spouses (external to the University) medical schemes receive a monthly medical allowance	50%	50%
% of medical costs covered	There are different options available	Approximately 50%	It varies between general fund categories, i.e. dental, optical, out/in hospital costs, prescription levy etc.	0%	0%
LEAVE					
Annual leave	21-30 days	31-40 days	25 days a year of which 15 days are statutory leave.	40 days annual leave of which 10 may accumulate to a maximum of 30 days; 30 days research leave	40 days annual leave of which 10 may accumulate to a maximum of 30 days; 30 days research leave
Sabbatical/Study leave	6 months to 1 year	6 months to 1 year	4-6 months	Sabbatical can be from a term to a year	Sabbatical can be from a term to a year
Long Service leave		0	N/A		


 South Africa	University of Cape Town	University of the Free State	University of KwaZulu Natal	Nelson Mandela University (former PET staff)	Nelson Mandela University (former UPE staff)
FAMILY LEAVE					
Maternity leave paid	3-6 months	Maximum of 3 months paid leave	30-90 days	3-6 months	3-6 months
Maternity leave unpaid		30-90 days	Can be applied for or be extended by taking annual leave	3-6 months	3-6 months
Paternity leave paid	0-10 days	3 days leave for fathers (compassionate leave)	5 days p.a.	3 days family responsibility leave per annum	3 days family responsibility leave per annum
Paternity leave unpaid			Only by special agreement.	0-10 days	0-10 days
Adoption leave paid	3-6 months	3-6 months	30-90 days	30-90 days	30-90 days
Adoption leave unpaid			Same as for Maternity leave	30-90 days	30-90 days
Family/Carer leave paid		3 days per year (compassionate leave)	3 days p.a.	n/a	n/a
Family/Carer leave unpaid				n/a	n/a
ADDITIONAL BENEFITS					
Housing allowance/University housing	No	Yes	Yes	Yes, R1000 per month (PPP = \$222)	Yes, R1000 per month (PPP = \$222)
Loan of vehicle	No	No	No	No	No
Free tuition allowance for dependants	No	Yes	Yes	Yes	Yes
Childcare allowance	No	No	No	No	No
Discretionary bonuses	No	Yes	Discretionary bonuses are part of the qualification package that all staff obtain based on their fund salary	No	No
Bonuses in critical discipline areas	No		Professional allowance - mainly externally funded e.g. Accounting, Engineering & Sciences	No	No
Disability allowances	Yes	No	No	No	No
OTHER BENEFITS					
Optical Care	No	No	No	Included in medical aid	Included in medical aid
Dental Care	No	No	No	Included in medical aid	Included in medical aid
Relocation allowance	No	Yes	Yes	Yes	Yes
Life Insurance	No	Yes	Refer to Pension Scheme	Subsidised at 50%	Subsidised at 50%
Lap top/Cell phone allowance	No	Depending on job type	Cell phone - only specific/certain staff members on senior levels have a cell phone allowance	No	No
Any other benefits that have not been indicated above					

 South Africa	North West University	University of Pretoria	Stellenbosch University	University of Witwatersrand
PENSION SCHEME				
Pension Provided	Yes	Yes	Yes, Provided fund, some early employees still on pension fund.	Yes
Employee contrib: % of salary	7.5%	7.5%	Employee can choose between 10% and 20%.	
University contrib: % of salary	7.5%	7.5%	The university are on total cost to company basis	23.5%
Pension value at retirement	Fixed Contribution Fund	Defined Benefit for long serving staff with vested benefit and Defined contribution for all new staff	The amount can differ, because of length of service and contribution percentage choice	
MEDICAL AID				
University scheme provided	Yes	Two schemes, general hand workers from administrative support and academic staff	Yes	Yes
Contributory/non-contributory/other	Contributory	Contributory	Non-Contributory. The university are on total cost to company basis	Contributory
Contribution by university (%)	Included in package	50%. 70% on some long serving members with vested benefit	0% The university are on total cost to company basis	65% of package divided by 12 for monthly contribution
% of medical costs covered	Depends on option chosen	100%	Not applicable	Various
LEAVE				
Annual leave	41-50 days	21-30 days	31-40 days	21-30 days
Sabbatical/Study leave	1-3 months	24 days per year Study/ Research leave	4-6 months	6 months to 1 year
Long Service leave	N/A	2 days per 10 years. Leave accrual across the board is raised by two days per year from tenth anniversary onwards	Not applicable	The University has discontinued this benefit

 South Africa	North West University	University of Pretoria	Stellenbosch University	University of Witwatersrand
FAMILY LEAVE				
Maternity leave paid	0-10 days	84 calendar days	3 months, plus additional month if employee remains in service for another year	3-6 months
Maternity leave unpaid		0-10 days		
Paternity leave paid	0-10 days	0-10 days		0-10 days
Paternity leave unpaid		0-10 days		
Adoption leave paid	0-10 days	30-90 days	3-6 months for adoption of babies up to 6 months	0-10 days
Adoption leave unpaid		0-10 days		
Family/Carer leave paid	0-10 days	0-10 days	0-10 days	0-10 days
Family/Carer leave unpaid		0-10 days		
ADDITIONAL BENEFITS				
Housing allowance/University housing	Yes	Yes	No	Yes
Loan of vehicle	No	Reserved for the senior staff only	In-house finance scheme	Yes
Free tuition allowance for dependants	Yes	Yes	Yes	Yes
Childcare allowance	No	No	No	No
Discretionary bonuses	Yes		Performance bonus once a year	Yes
Bonuses in critical discipline areas	No		No	Yes
Disability allowances	No	No	75% of pensionable earnings	No
OTHER BENEFITS				
Optical Care	No	Yes	No	
Dental Care	No	Yes	No	
Relocation allowance	Yes	Cost of removals covered in full, no extra cash allowance	Yes	Yes
Life Insurance	Yes	Yes	Employees belongs to a compulsory group life scheme. Cover is 5 times pensionable earnings	Yes
Lap top/Cell phone allowance	Yes	Cell phone allowance reserved for senior staff	Cell phone and Data card allowances	
Any other benefits that have not been indicated above				

 United Kingdom	Cardiff University	University College London	Cranfield University	Durham University	University of Glasgow
PENSION SCHEME					
Pension Provided	Yes	Yes	USS and LGS	Final salary scheme	Yes
Employee contrib: % of salary	6.35%	6.35%	USS - 6.35%, LGS - 6%	6.33%	6.35%
University contrib: % of salary	14% USS 24.30% CUPF	14%	14% for both schemes	14%	14%
Pension value at retirement		3/80 per year plus 3/80 lump sum equiv to 50% of salary		Dependant upon final salary	Final Salary x years of service / 80ths plus lump sum of 3 x the pension
MEDICAL AID					
University scheme provided		No	No	No	No
Contributory/non-contributory/other			Reduced rate scheme offered to staff but University pays no contributions		
Contribution by university (%)					
% of medical costs covered					
LEAVE					
Annual leave	31-40 days	21-30 days	21-30 days	31-40 days	31-40 days
Sabbatical/Study leave	0 months	6 months to 1 year	Post grad University	1-3 months	6 months to 1 year
Long Service leave	0 days		5 years = 1 day and 7 years = 1 day	Not applicable	none
FAMILY LEAVE					
Maternity leave paid	18 weeks full pay, 8 weeks half pay	3-6 months	3-6 months	3-6 months	3-6 months
Maternity leave unpaid	Up to 26 weeks unpaid	3-6 months	3-6 months	6-9 months	

 United Kingdom	Cardiff University	University College London	Cranfield University	Durham University	University of Glasgow
Paternity leave paid	7 days full pay, 7 days SSP	10-30 days	2 weeks - full pay	0-10 days	0-10 days
Paternity leave unpaid	7 days unpaid at the discretion of the Head of School, or Directorate	10-30 days	At the discretion of the line-manager		
Adoption leave paid	18 weeks full pay, 8 weeks half pay	30-90 days	3-6 months	3-6 months	3-6 months
Adoption leave unpaid	Up to 26 weeks unpaid	3-6 months	3-6 months	6-9 months	
Family/Carer leave paid	5 days, at the discretion of the Head of School, or Directorate	10-30 days	At the discretion of the line-manager	0-10 days	
Family/Carer leave unpaid			Up to 13 weeks unpaid Parental Leave		More than one year
ADDITIONAL BENEFITS					
Housing allowance/University housing	No	No	No	No	No
Loan of vehicle	No	No	No	No	No
Free tuition allowance for dependants	No	No	No	No	No
Childcare allowance	No	No	Child care vouchers available for staff	No	Yes
Discretionary bonuses	No	Outstanding research	Honoraria available	Yes	This is done on a yearly basis and is for excellent contribution
Bonuses in critical discipline areas	No	Market premium	No	No	This is done on a yearly basis and is for excellent contribution
Disability allowances	No	Yes	Yes	No	No
OTHER BENEFITS					
Optical Care	No	Yes	Eye testing payment reimbursed for VDU work and allowance given towards spectacles	No	For staff who use VDUs regularly
Dental Care	No	No	No	No	No
Relocation allowance	Yes	£9,000 for all academic staff	Yes	Paid to new starters	Yes
Life Insurance	No	No	No	No	Yes
Lap top/Cell phone allowance	No	No	No	No	Some staff
Any other benefits that have not been indicated above					

 United Kingdom	University of Leeds	Nottingham Trent University	Oxford Brooks University	University of Stirling	University of Wales, Newport
PENSION SCHEME					
Pension Provided	USS	Yes	Yes	Yes	Yes
Employee contrib: % of salary	6.35%	6.4%	6.4%	6.35%	6%
University contrib: % of salary	14%	14.10%	14.10%	14%	13.5%
Pension value at retirement		Pension = Years Service x 1/80 x final salary. Lump sum = Years Service x 3/80 x final salary	The best of the following calculations will be used. The highest amount of full salary for any consecutive 365 days of reckonable service, whether continuous or not, during the last three years of reckonable service. The salaries for the last ten calendar years are increased using the Retail Prices Index (RPI). Then the average of the best consecutive three years' re-valued salaries in those ten calendar years is used. The pensionable salary received in the last 12 months before the date of retirement	Variable	
MEDICAL AID					
University scheme provided	No	No		No	No
Contributory/non-contributory/other					
Contribution by university (%)					
% of medical costs covered					
LEAVE					
Annual leave	21-30 days	31-40 days	21-30 days	21-30 days	31-40 days
Sabbatical/Study leave	No entitlement but can apply	This varies depending on individual circumstances	0 months	6 months to 1 year	0 months
Long Service leave	0 days	All staff receive the same number of days regardless of length of service		N/A	0
FAMILY LEAVE					
Maternity leave paid	Less than 41 weeks service - 26 weeks leave (SMP) 41-51 weeks service 52 weeks leave (SMP) 52 weeks service - 52 weeks leave (either 16 weeks full pay and 10 weeks SMP or 8 weeks full pay 16 weeks half pay plus SMP and 2 weeks SMP)	3-6 months	6-9 months	16 weeks paid occupational leave+ Statutory provision	3-6 months
Maternity leave unpaid	6 months	3-6 months	6-9 months	An additional 26 weeks unpaid leave is available	3-6 months

 United Kingdom	University of Leeds	Nottingham Trent University	Oxford Brooks University	University of Stirling	University of Wales, Newport
Paternity leave paid	26 weeks service - 10 days paid leave	0-10 days	10-30 days	10-30 days	0-10 days
Paternity leave unpaid	6 months		30-90 days	Unpaid leave (select from drop down)	0-10 days
Adoption leave paid	Less than 26 weeks service - 26 weeks leave unpaid, 26 to 51 weeks service - 52 weeks leave with SAP, 52 weeks service- 52 weeks leave (either 8 weeks full pay and 16 weeks half pay plus SAP and 2 weeks SAP or 16 weeks full pay and 10 weeks SAP)	3-6 months	6-9 months	16 weeks paid occupational leave+ Statutory provision	3-6 months
Adoption leave unpaid	3-6 months	3-6 months	6-9 months	An additional 26 weeks unpaid leave is available	3-6 months
Family/Carer leave paid	0-10 days	This varies depending on individual circumstances	Under compassionate case by case basis		0-10 days
Family/Carer leave unpaid	No entitlement can apply		As above		0-10 days
ADDITIONAL BENEFITS					
Housing allowance/University housing	No	No	No	No	No
Loan of vehicle	No	No	No	No	No
Free tuition allowance for dependants	No	No	No	No	No
Childcare allowance	No	No	No	No	No
Discretionary bonuses	By recommendation or self application	No	No	Discretionary increments can currently be awarded. This process is currently under review as part of the framework project	No
Bonuses in critical discipline areas	No	Law, Business	No	No	No
Disability allowances	No	No	No	No	No
OTHER BENEFITS					
Optical Care	No	Free eye test if job involves using VDU	Yes	No	No
Dental Care	No	No	No	No	No
Relocation allowance	Academic and related staff by application only	Yes	Yes	Yes	No
Life Insurance	No	Professors only. Extra cover in addition to pension scheme cover	Yes	No	No
Lap top/Cell phone allowance	No	Depending on nature of job	No	No	No
Any other benefits that have not been indicated above					

APPENDIX C

Big Mac Index and World Bank
PPP Comparison Tables

2006-07 Average Academic Staff Salaries by Country (PPP\$ per annum)

Comparative conversions using Big Mac Index and 2002 World Bank PPP

	Australia		Canada		New Zealand		South Africa		United Kingdom		Average	
PROFESSOR:	BMI (PPP 1.05)	WB 2004 (PPP 1.4)	BMI (PPP 1.14)	WB 2004 (PPP 1.3)	BMI (PPP 1.44)	WB 2004 (PPP 1.6)	BMI (PPP 4.5)	WB 2004 (PPP 2.7)	BMI (PPP 0.625)	WB 2004 (PPP 0.6)	BMI	WB 2004
Bottom of Scale	114,555	85,916	74,513	65,342	74,996	67,496	61,694	102,824	77,756	80,995	80,703	80,515
ASSOCIATE PROFESSOR (Reader/Senior/principal Lecturer UK)												
Top of Scale	98,061	73,546	88,735	77,814	73,916	66,525	74,599	124,332	77,894	81,140	82,641	84,671
Bottom of Scale	89,067	66,800	60,085	52,690	65,942	59,348	50,403	84,005	64,400	67,083	65,979	65,985
Average	93,564	70,173	74,410	65,252	69,929	62,936	62,501	104,169	71,147	74,111	74,310	75,328
SENIOR LECTURER (Lecturer B pre-1992 UK)												
Top of Scale	85,319	63,989			65,118	58,606	63,515	105,858	66,753	69,534	70,176	74,497
Bottom of Scale	74,073	55,555			50,145	45,131	43,089	71,816	51,482	53,628	54,698	56,532
Average	79,696	59,772			57,632	51,868	53,302	88,837	59,118	61,581	62,437	65,515
LECTURER (Assistant Professor Canada; Lecturer A UK; Lecturer B Australia)												
Top of Scale	71,823	53,867	70,078	61,453	48,210	43,389	54,497	90,828	51,273	53,409	59,176	60,590
Bottom of Scale	60,568	45,426	47,996	42,089	39,755	35,780	34,522	57,537	42,569	44,343	45,082	45,035
Average	66,196	49,647	59,037	51,771	43,983	39,584	44,509	74,182	46,921	48,876	50,402	52,812
ASSISTANT/ASSOCIATE LECTURER (Lecturer A Australia and Lecturer in Canada)												
Top of Scale	57,569	43,177	56,160	49,248	35,576	32,018	50,258	83,763			49,891	52,051
Bottom of Scale	43,003	32,252	39,673	34,790	31,585	28,426	28,084	46,806			35,586	35,569
Average	50,286	37,715	47,916	42,019	33,580	30,222	39,171	65,284			41,012	43,810

APPENDIX D

National Salary Spine, UK

The Single Pay Spine for UK Universities

A Framework agreement single pay spine 2005-09*						
Spine Point	2005-06	2006-07		2007-08		2008-09
	Salary from August 2005	Salary from August 2006	Salary from February 2007	Salary from August 2007	Salary from May 2008	Salary from October 2008*
1	11,060	11,575	11,691	12,041	12,461	12,773
2	11,377	11,892	12,011	12,371	12,791	13,111
3	11,703	12,218	12,340	12,710	13,130	13,459
4	11,989	12,504	12,629	13,008	13,428	13,764
5	12,335	12,850	12,979	13,368	13,788	14,133
6	12,692	13,207	13,339	13,739	14,159	14,513
7	13,009	13,524	13,659	14,069	14,491	14,853
8	13,387	13,902	14,041	14,462	14,896	15,269
9	13,778	14,293	14,436	14,869	15,315	15,698
10	14,192	14,707	14,854	15,300	15,759	16,153
11	14,618	15,133	15,284	15,743	16,215	16,621
12	15,056	15,571	15,727	16,199	16,684	17,102
13	15,508	16,023	16,183	16,669	17,169	17,598
14	15,973	16,488	16,653	17,152	17,667	18,109
15	16,452	16,967	17,137	17,651	18,180	18,635
16	16,946	17,461	17,636	18,165	18,710	19,177
17	17,454	17,978	18,157	18,702	19,263	19,745
18	17,978	18,517	18,703	19,264	19,841	20,338
19	18,517	19,073	19,263	19,841	20,436	20,947
20	19,093	19,666	19,862	20,458	21,072	21,599
21	19,645	20,234	20,437	21,050	21,681	22,223
22	20,235	20,842	21,050	21,682	22,332	22,891
23	20,842	21,467	21,682	22,332	23,002	23,577
24	21,467	22,111	22,332	23,002	23,692	24,284
25	22,111	22,774	23,002	23,692	24,403	25,013
26	22,774	23,457	23,692	24,403	25,135	25,763
27	23,457	24,161	24,402	25,134	25,888	26,536
28	24,161	24,886	25,135	25,889	26,665	27,332
29	24,886	25,633	25,889	26,666	27,466	28,152
30	25,633	26,402	26,666	27,466	28,290	28,997
31	26,401	27,193	27,465	28,289	29,138	29,866
32	27,194	28,010	28,290	29,139	30,013	30,763
33	28,009	28,849	29,138	30,012	30,912	31,685
34	28,850	29,716	30,013	30,913	31,840	32,636
35	29,715	30,606	30,913	31,840	32,795	33,615
36	30,607	31,525	31,840	32,796	33,780	34,624
37	31,525	32,471	32,795	33,779	34,793	35,663
38	32,490	33,465	33,799	34,813	35,858	36,754
39	33,445	34,448	34,793	35,837	36,912	37,835
40	34,448	35,481	35,836	36,911	38,019	38,969
41	35,482	36,546	36,912	38,019	39,160	40,139
42	36,546	37,642	38,019	39,159	40,334	41,343
43	37,643	38,772	39,160	40,335	41,545	42,583
44	38,772	39,935	40,335	41,545	42,791	43,861
45	39,935	41,133	41,544	42,791	44,074	45,176
46	41,133	42,367	42,791	44,074	45,397	46,532
47	42,367	43,638	44,074	45,397	46,759	47,927
48	43,638	44,947	45,397	46,759	48,161	49,365
49	44,947	46,295	46,758	48,161	49,606	50,846
50	46,296	47,685	48,162	49,607	51,095	52,372
51	47,685	49,116	49,607	51,095	52,628	53,943
						* Increased by RPI if greater than 2.5%

*University and Colleges Union (2007) *Pay and Conditions*, UCU, London. Available at: <http://www.ucu.org.uk/index.cfm?articleid=2210>

A model pay structure for Academic Staff proposed by JNCHES*		
Spine Point	Career Pathway for Academic Staff	
51	Ac5*	
50		
49		
48		
47	Ac4	
46		
45		
44		
43	Ac3	
42		
41		
40		
39		
38		
37		
36		
35		
34		
33	Ac2	
32		
31		
30		
29	Ac1	
28		
27		
26		
25		
24		
23		
22		
21		
20		
19		
18		
17		
16		
15		
14		
13		
12		
11		
10		
9		
8		
7		
6		
5		
4		
3		
2		
1		
- - - - = Progression threshold		
* = Minimum only		

*Joint Negotiating Committee for Higher Education Staff (2003) Framework Agreement for the Modernisation of Pay Structures, UCEA, London. Available at:
http://www.ucea.ac.uk/ucea/filemanager/root/site_assets/framework_agreement/JNCHES_Framework_Agreement.pdf

Illustrative Grade Descriptors for Academic Career Pathway

The following descriptions correlate to the model pay structure above and is taken from the *Framework Agreement for the Modernisation of Pay Structures*.¹

Academic Level 1

It is envisaged that role holders at this level are likely to undertake clearly prescribed tasks to assist in teaching and/or research activities.

Academic Level 2

It is envisaged that role holders at this level are likely to be responsible for the delivery of teaching within an established teaching programme and/or for carrying out research as an individual or team member.

Academic Level 3

It is envisaged that role holders at this level are likely to be responsible for planning, designing and delivering educational programmes and/or for conducting research programmes.

Academic Level 4

It is envisaged that role holders at this level are likely to be responsible for a balance of planning, designing and delivering major educational programmes, leading teaching or research teams, coordinating departmental administrative activities and enterprise activities.

Academic Level 5

It is envisaged that role holders at this level are likely to be responsible for academic leadership involving the development and overall management of teaching or research programmes or enterprise activities, and/or for the management of departmental administration activities with significant responsibility for resources (staff, finances and equipment).

The report caveats the descriptions above by stating that they are purely illustrative and "for the purposes of allowing HE managers, the trade unions and their members to understand more fully what may be implied by the illustrative model pay structure. They aim to give all parties some idea as to how the five academic pay ranges in the model might reflect academic roles, subject to all the necessary processes involved in related job evaluation/role analysis exercises. They are not to be taken, therefore, as pre-judging what might be the outcomes of any particular institutional job evaluation/role analysis process."

¹ Joint Negotiating Committee for Higher Education Staff (2003) Framework Agreement for the Modernisation of Pay Structures, UCEA, London. Available at: http://www.ucea.ac.uk/ucea/filemanager/root/site_assets/framework_agreement/JNCHES_Framework_Agreement.pdf

APPENDIX E

Salary Scales in the legal profession for
Australia, Canada, New Zealand, and the United Kingdom

Lawyers' Salary Survey*									
	Australia		Canada**		NZ		UK		
Experience	Average	PPP US\$	Average	PPP US\$	Average	PPP US\$		Average	PPP US\$
1st Year	60,000	57,143	67,667	46,991	58,500	40,625	1 PQE***	60,000	96,000
2nd Year	75,000	71,429	79,750	55,382	77,500	53,819	2 PQE	70,000	112,000
3rd Year	83,000	79,048	91,833	63,773	79,500	55,208	3 PQE	75,000	120,000
4th Year	95,000	90,476	99,083	68,808	95,000	65,972	4 PQE	85,000	136,000
5th Year	122,000	116,190	114,833	79,745	100,000	69,444	5 PQE	90,000	144,000
6th Year	160,000	152,381	126,083	87,558	112,500	78,125	6 PQE	95,000	152,000
Overall av	99,167	94,444	96,542	67,043	87,167	60,532	Average	79,167	126,667

* Data collected by the ZSA Legal Recruitment Firm (based in Canada), the data is based on salaries at large private legal firms:
URL: <http://www.zsa.ca/En/Info/>.

** These numbers are an average of the salary scales highlighted for Calgary, Edmonton, Toronto, Ottawa, Vancouver, Montreal and Atlantic Canada

*** Post Qualifications Experience