

**The Association
of Commonwealth
Universities**

Association of Commonwealth Universities

Executive Summary and Data 2006-07 Academic Staff Salary Survey

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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. The Economist's 'Big Mac Currency Index' was used to convert and compare the salary data.

Respondents provided details of the bottom and top of the scale for: 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 average was PPP \$42,738.

Country averages

	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)						

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.

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>

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 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 a 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.

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/academic_salaries.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:

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.

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>

 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								

Big Mac Index
(May 2006) 4.5

* 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

 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 Lecturer 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 Lecturer 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 Lecturer 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
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
Free tuition allowance for dependants	No	Yes	No	No	No	No
Childcare allowance	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
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
Disability allowances	No	Yes	No	No	No	No
OTHER BENEFITS						
Optical Care	No	No	No	No	No	No
Dental Care	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
Life Insurance	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
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 or 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

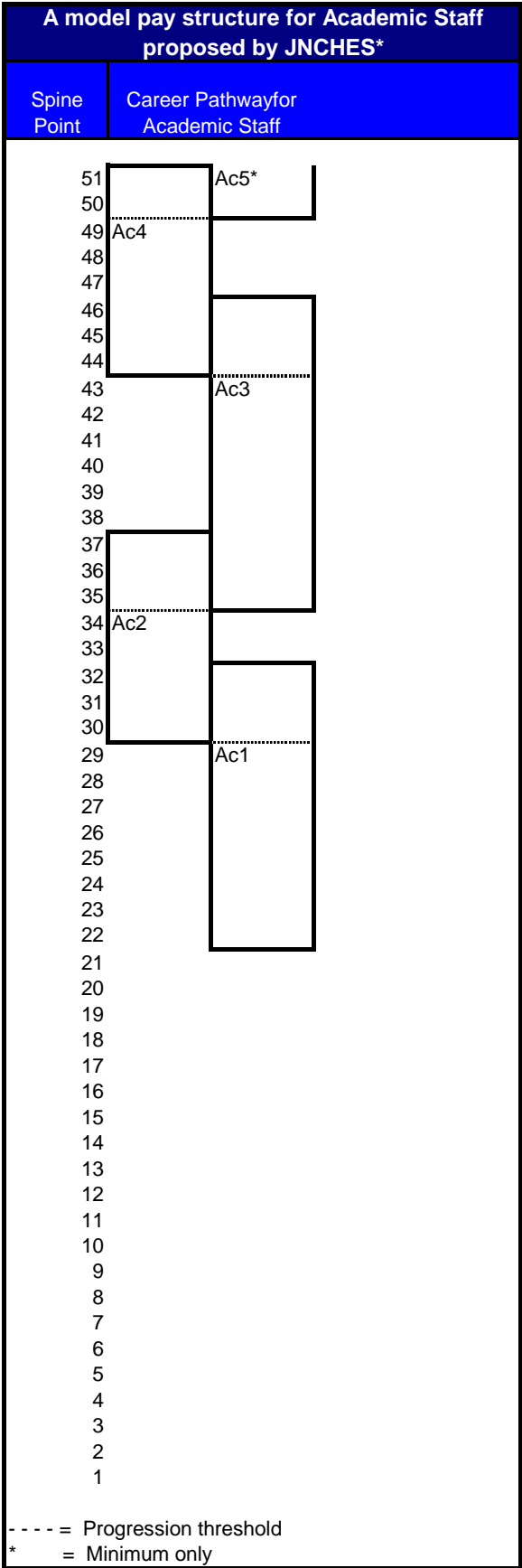
APPENDIX D

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>



*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