

The Association of Commonwealth Universities

2009-2010 Academic Staff Salary survey

Emma Falk
Policy and Research Unit

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Woburn House
20-24 Tavistock Square
London WC1H 9HF
UK

Tel: +44 (0)20 7380 6700
Fax: +44 (0)20 7387 2655
Email: policy@acu.ac.uk
www.acu.ac.uk

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Preface

The salary and associated benefits data for this report was collected between April and July 2010, and the contextual information was collated from April to October in the same year. The final report was written in December 2010. Since then, there have been substantial changes to higher education funding and related issues in a number of countries, most notably the United Kingdom.

Following the Independent Review of Higher Education Funding and Student Finance in England – more commonly known as the Browne Review – legislation has been passed allowing student tuition fees to rise to a maximum of GBP 9,000 per year. There have also been changes to one of the main academic pension schemes (the Universities Superannuation Scheme (USS)), and a revision of the number of admissible international student visas. These events have led to widespread student and teacher protests, as well as debates on how the UK's university sector should be funded.

In Australia, the first Excellence in Research for Australia (ERA) report has been issued, a new Quality and Standards Agency introduced, and further reviews of base funding and student visas commissioned.

Revised departmental strategies for higher education, training, and skills development have also been published in South Africa.

The impact of these various changes is yet to be seen, but they reflect uncertainty across the sector as a whole, and specifically in relation to funding and budgets, which will inevitably continue to affect academics' salary negotiations in the future.

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Glossary

Midpoints

Midpoint salary levels are the arithmetic mean of the top and bottom of individual salary scales.

Actual average salary levels

Actual averages reflect the salary distribution of staff at participating institutions, taking into account salary levels and the number of staff at each academic level (i.e. based on actual salaries received by staff). These have been provided by the institutions and have been used to calculate weighted institution averages (see below).

Weighted averages

Weighted averages represent institution averages and are arrived at by taking the actual average salary levels (see above) and adjusting them to reflect the proportion of the workforce at each academic rank/level. This gives a weighted average for individual institutions and, in turn, for countries.

Overall average

Overall averages are derived from the midpoints at each academic level at participating institutions. In the survey, the overall average refers to a country's overall midpoint average based on the Big Mac Currency Index (BMI), unless otherwise stated.

Executive summary

The 2009-2010 ACU Academic Staff Salary survey examines academic salary scales and associated benefits in 46 institutions across seven Commonwealth countries: Australia, Canada, Malaysia, New Zealand, Singapore, South Africa, and the United Kingdom. The purpose of this study is to provide comparative trend analysis and useful indicators for vice-chancellors/universities, academic policymakers, and stakeholders. This is the seventh survey on academic salary scales and benefits undertaken by the Association of Commonwealth Universities (ACU).

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 rate – the Big Mac Index – expressing all salaries in US dollars. The PPP conversion factor incorporates the cost of living so that salaries will purchase the same goods and services in the compared countries. Using a PPP conversion factor provides a more balanced basis for international comparison of salary values than market exchange rates, which are relatively volatile and do not reflect the cost of living in the countries in the study.

Responding institutions provided, where available, details of the top and bottom of the salary scale for the following positions: Assistant Lecturer, Lecturer, Senior Lecturer, Associate Professor, and Professor.¹ For the professorial rank, only the bottom of the scale was requested, as most institutions do not have an established cap for this level. However, some have provided this information (see Appendix 1). For this survey, participants were also asked to provide the number of staff and the actual average salary at each academic level.

For comparison of salary levels across the participating countries and over time, average salary levels have been calculated. The arithmetic means of the top and bottom of each scale have been averaged across the responses, which in this survey are referred to as midpoint averages. It should be noted that midpoints do not reflect the averages of each scale and not the average of actual salaries received by staff. For consistency with previous surveys, midpoint averages have been used for the majority of the analysis. However, in addition, the survey includes weighted averages for the participating institutions, taking into account the actual average salary levels provided by the respondents and the number of staff at each academic rank.

Table 1 shows the overall salary midpoint average for all ranks and the weighted country average in the participating countries expressed in PPP USD. The results show that the difference between weighted averages and midpoints is most pronounced in Canada, but also recorded in Singapore, the UK, and Malaysia.

Table 1: Midpoint averages and weighted country averages in participating countries (PPP USD)²

Country	Overall midpoint average salary level	Overall weighted country average
Australia	83,670	78,888
Canada	76,594	109,156
Malaysia*	2,914	3,069
New Zealand	68,863	66,969
Singapore	108,518	126,917
South Africa	78,653	71,648
United Kingdom	76,377	86,013

Table 2 shows the average midpoints for the salary scales, across the respondents and by academic rank in 2009-2010.

Table 2: Midpoint averages by academic rank 2009-2010 (PPP USD)

Academic rank	Midpoint average across all countries
Professor	95,118
Associate Professor	86,813
Senior Lecturer	74,130
Lecturer	62,600
Assistant Lecturer	48,528

¹ Different designations for academic posts are used in the countries surveyed. See the 'Methodology' section for details of the comparative structure applied to academic posts across the seven countries.

² The average for Malaysia is based on base salaries only, and does not include any salary loadings or set allowances reported by the responding institutions. See Appendix 1 for more information.

The findings in Table 2 show that the overall average for each rank is raised by Australia, with the UK and New Zealand falling below the overall average for each academic rank. South African salaries are above the overall average at the higher ranks, but fall below at the lower ranks. Conversely, Canadian salaries are above the overall average at the lower ranks, whilst falling below at Associate Professor and Professor levels, where salaries start at relatively lower levels than the other countries in the study.

Salaries were also compared with GDP per capita to illustrate the relative earnings of academics against overall wealth in the participating countries. The survey found that, in the majority of countries, academic salaries are at or around double the respective country's GDP per capita. South Africa stands out with considerably higher academic salaries compared to GDP per capita, whilst Malaysian academic salaries are substantially below national GDP per capita. However, in countries where comprehensive information was available, academic pay compared poorly to that of professionals in the private sector (represented by lawyers in the survey).

Key findings

- Australian academic salaries, at all levels except Lecturer, continue to be above those of the other responding countries, when cost of living has been factored into the equation. The overall midpoint average of the salary scales is PPP USD 83,670, which is 6.4% higher than South Africa, the new second in the ranking.
- Singapore would, if included, rank highest of all participating countries, with overall midpoint average salaries 30% above Australia. However, as Singapore has not participated in the survey since the beginning of the 2000s and this year's sample is not representative, it has been excluded from the ranking. Data from the 2000-2001 and 2001-2002 salary surveys also show salary levels in Singapore as much higher than in other participating countries.
- South Africa ranks second overall, with an average of PPP USD 78,653, which puts Canada and the UK in third and fourth place respectively. This contrasts to the survey in 2006-2007, when South Africa was at the bottom of the ranking, using the PPP conversion factor.
- The Canadian overall average salary is PPP USD 76,594, which is closely followed by the UK with an overall average of PPP USD 76,377. The gap between Canada and the UK continues to be small – similar to the survey in 2006-2007, it is less than 0.4%.
- New Zealand (PPP USD 68,863) ranks fifth, when purchasing power is considered. The gap with neighbouring Australia has narrowed considerably from 40% in 2006-2007 to 21.5% in this survey.
- The gaps in the overall salary scales between participating countries (except Malaysia) have narrowed since the last survey. First-ranked Australia has an overall average salary that is 6.4%, 9.2% and 9.6% higher than South Africa, Canada and the UK respectively. In 2006-2007, the Australian overall average was 26% higher than in Canada and 27% higher than in the UK.
- South Africa has the highest salary scales relative to national GDP per capita (the overall average academic salary is seven times the GDP per capita) and also saw the highest level of growth in academic salary scales since the last survey. This could be related to increased investment in higher education and efforts to restructure the sector, but could also be linked to high inflation in South Africa in recent years and a more limited sample in the current survey compared to the 2006-2007 survey.

Benefits

Benefits provided to academics alongside salaries are important elements of the overall compensation package offered. The survey examines associated benefits such as pensions, leave, medical entitlements, and financial payments over and above base salaries.

Key findings

Pension benefits

- A very large majority of institutions in the survey (93%) provide pension schemes for their staff.
- Contributions from both the employee and the institution are the most common form of pension plan. Employees' contributions range from 2% to 8% of annual salary, whilst employer contributions range 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 and in all Malaysian institutions in the survey, while the other countries do not generally have supplementary support to state-funded healthcare provision.

Leave entitlements

- Leave conditions vary between countries and institutions, although the majority offer fixed annual and parental leave.
- Annual leave across all responding universities is generally between 20 and 30 days, with a few institutions reporting slightly more than this.
- A large majority of institutions (85%) offer sabbatical leave, typically six months to a year, accrued after six to seven years' service.
- Parental leave (often referring to maternity or adoption leave) is typically one year inclusive of paid and unpaid leave, although the length of paid leave varies. Paternity/partner leave tends to be shorter, with the majority receiving one to two weeks' paid leave. However, in some countries/institutions, parental leave can be taken by either parent or be shared between them.
- Carer or family leave of up to three weeks is offered at over half of universities, but tends to be 10 days or less. This is generally a combination of compassionate and sick leave.

Additional benefits

- Provision of discretionary bonuses or market adjustments has increased significantly from the previous survey and is offered at 63% of institutions, compared to 41.5% in 2006-2007.
- Over half of institutions pay professional expenses or offer professional development allowances.
- Relocation allowances are among the most common additional benefits, offered at 67% of surveyed institutions.
- The UK and Canada are the only countries to report childcare allowances.
- A majority of South African and all Canadian institutions offer free tuition for dependants and, overall, additional benefits are important components in these countries' compensation packages.
- Malaysian institutions reported a variety of financial supplements on top of base salaries, including housing and entertainment allowances.

The report highlights a continued strong position for Australia. However, the gaps between its overall average salary level and those of South Africa, Canada, the UK, and New Zealand have narrowed considerably since the last survey. The rate of growth in salary scales in these four countries since the last survey has also been higher than in Australia. At the same time, the differences between South Africa, Canada, the UK, and, to a lesser extent, New Zealand are relatively small, pointing to a convergence of academic salaries internationally. The convergence may be related to increased international competition for academic staff, but it also points to efforts within individual countries to improve salary levels for academic staff.

The report also highlights differences between countries in setting academic salaries, by examining individual countries' funding of higher education and salary determination mechanisms. It also discusses salary negotiations and attraction and retention issues, as well as the internationalisation of higher education. For example, in Canada, the provinces are responsible for higher education funding, whilst the eight main universities in New Zealand are state-funded. This may contribute to a large diversity in salary levels in Canada and relatively uniform levels of pay in New Zealand. Furthermore, in South Africa, the large diversity in salary levels is due to the relatively high level of institutional autonomy, whilst academic staff in public universities in Malaysia are part of the civil service, resulting in a relatively low impact on salary levels.

These issues are particularly relevant as growing pressures on universities in terms of funding and accountability – intensified by the global economic crisis – have generated varied responses from the countries in the survey, which may in turn affect the level of pay for academics.

Introduction

The recruitment and retention of academic staff are critical issues for universities in an increasingly competitive and global higher education (HE) sector. The growing pressures on universities in terms of accountability and funding have also been exacerbated by the global financial crisis, and its wider impact on resources, employment, and national economic development. In addition, there is an acknowledgement of the changing demographic profile of those in work, as an older generation retires. This has been noted with reference to academic employment in Australia, for example: 'A heavy attrition of academics will occur over the next two decades and create a demand for academics unprecedented since the 1970s. However, never before has there been so much competition for Australia's "brightest and best" graduates'.³ 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. Moreover, as academics become more mobile and institutions look to develop their international standing in 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 policymakers.

This is the seventh 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 Academic Staff 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 a selection of Commonwealth countries, providing a useful comparative tool for policymakers, administrators and academics.

Collecting data and comparing international salaries is not without its difficulties. In recent years, there have been several attempts at making international comparisons of academic salary levels as well as associated benefits and conditions for academic staff. A report by the Boston College Center for International Higher Education (CIHE), which compares salary levels in 15 countries, points out some difficulties:⁴

- Lack of consistent data (or for many countries no data at all)
- Difficulties in comparing living costs

The ongoing Changing Academic Profession (CAP) study commenced in 2006 and is a successor to the Carnegie study of the early 1990s, which examined the nature of the academic profession. It is an ambitious project that considers, in addition to salary levels and among other things, working hours and relationships between academics and university management, in order to examine the changes being experienced by academics in more than 20 countries.⁵ The project is based on a series of surveys and has the advantage of being comparable to the Carnegie study. However, results from neither the CAP nor the CIHE study include weighted salaries. Whilst the sample in the ACU survey is relatively small, it does have the benefit of including actual average salaries, in addition to top and bottom salary levels. It also includes the distribution of staff across academic ranks, which enables us to look at weighted institution averages compared with midpoint salaries. This could give a more balanced view of salary levels in the participating countries.

For the present study, there has also been a 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 provision, other countries have very limited HE capacity and resources, and others 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 longstanding tradition of academic staff mobility 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 Graeme Hugo, *The demographic outlook for Australian universities' academic staff* (2008)

⁴ Laura E. Rumbley, Iván F. Pacheco and Philip G. Altbach, *International Comparison of Academic Salaries: An Exploratory Study* (2008), p. 5

⁵ See www.uni-kassel.de/wz1/cap/international.ghk

Methodology

The survey

Data for this survey was collected between March and June 2010. Salary data has been collected from 46 institutions in seven countries. In some cases, this information was publicly available rather than received directly, although all data has been verified by the institutions. This year's survey also includes some coverage of Asian universities.

Countries included in this year's survey are: Australia (14 responding institutions), Canada (five), Malaysia (two), New Zealand (eight), Singapore (one), South Africa (four) and the UK (12). Response rates from the different countries vary, with broader institutional representation from Australia and the UK. 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. Table 3 lists the participating institutions and highlights in bold those institutions which participated in the last survey.

Table 3: Academic Staff Salary survey – participating universities⁶

Australia	Bond University Charles Sturt University Deakin University Edith Cowan University La Trobe University Queensland University of Technology Swinburne University of Technology University College London (Australia) University of New England University of New South Wales University of Southern Queensland University of Sydney University of Western Australia University of Wollongong
Canada	Concordia University College of Alberta McGill University University of British Columbia University of Toronto Wilfrid Laurier University
Malaysia	National University of Malaysia University of Malaya
New Zealand	Auckland University of Technology Lincoln University Massey University University of Auckland University of Canterbury University of Otago University of Waikato Victoria University of Wellington
Singapore	National University of Singapore
South Africa	Nelson Mandela Metropolitan University Stellenbosch University University of Pretoria University of the Free State
United Kingdom	Cardiff University Courtauld Institute of Art Goldsmiths University of London Kingston University Queen Mary University of London Queen's University Belfast University College London University of Bath University of Birmingham University of Plymouth University of Southampton University of Stirling

⁶ Salary data from Lincoln University, University of Auckland, University of Canterbury, University of Otago, Victoria University of Wellington was collected from the New Zealand Tertiary Education (TEU) website: www.teu.ac.nz/?page_id=91

The survey includes profiles for each country, providing an overview of the structures and processes involved in pay determination and, where appropriate, discussions on attraction and retention of staff in an increasingly internationalised higher education sector. Where available, information on national salary negotiations/procedures is provided. In the salary analysis, data is 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 academic salaries fare in their national economic context.

The format of this year’s questionnaire incorporates some slight amendments, particularly to help standardise some of the data. For salaries, institutions were asked this year to provide details of the top and bottom of the salary scale for each level, as well as the number of employees at each level. In addition, this year’s questionnaire asked institutions for the actual average salary at each level, which reflects the salary distribution of staff at each academic rank. This data has been provided by the institutions and has not involved any calculations on our part. By asking for this additional data, it was possible to calculate a weighted average for individual institutions, taking into account actual average salary levels and the number of staff at each academic rank. For consistency and comparison with previous surveys, the arithmetic mean of the top and bottom of each scale have been used to calculate average salary levels – in this survey (and previous surveys) referred to as midpoint averages (see Glossary for further information on terms used in the survey). 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 1.

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 footnote 7) and New Zealand, whereas Assistant Professor – the standard entry point for academics in Canada – equated best with the post of Lecturer in the other countries in the survey. For the purposes of comparison, the structure outlined in Table 4 is used as the basis of our comparison.

Table 4: Comparative academic posts⁷

Australia	Canada	Malaysia	New Zealand	Singapore	South Africa	United Kingdom
Professor	Professor (or Full Professor)	Professor	Professor	Professor	Professor	Professor
Associate Professor	Associate Professor	Associate Professor	Associate Professor	Associate Professor	Associate Professor	Reader/Senior Lecturer (pre-1992) Principal Lecturer (post-1992)
Senior Lecturer	Associate Professor	Senior Lecturer	Senior Lecturer	Assistant Professor	Senior Lecturer	Lecturer B/Senior Lecturer (post-1992)
Lecturer	Assistant Professor	Lecturer	Lecturer	Lecturer/ instructor	Lecturer	Lecturer A
Associate Lecturer	Lecturer	–	Associate Lecturer	–	–	–

⁷ In Australia, academic positions are now separated into five bands of classification: A to E. Level A (formerly Assistant Lecturer) represents the base level of entry for teaching staff at a 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. 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.

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

An addition to this year's survey is that salaries have been weighted by the number of employees at each academic post, to arrive at an institution average (see Appendix 1 and Appendix 4). However, to ensure consistency with the previous survey, we have used the midpoints between the top and bottom of the scale for each academic post when comparing salaries over time, as the aim of this survey is to compare the scales available at different academic staff levels across institutions in different countries. 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 differing costs of living in 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. According to the World Bank, 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.⁸

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 USD. The differences between PPP conversions and market exchange rates can be substantial. An example from our data shows that the top of the scale for Associate Professor at the University of Pretoria (South Africa) is USD 105,229 using a PPP conversion factor (BMI), but drops significantly to USD 68,943 when using the market exchange rate at the time of analysis (a difference of USD 36,286).

Big Mac Currency Index (BMI)

This is the fourth survey to use the Big Mac Currency Index (BMI), produced by *The Economist*.⁹ The BMI is based on a PPP model using the variable cost of McDonald's Big Mac hamburger to establish a comparative exchange index. The BMI has been accepted as a suitable method to compare purchasing power across national borders.¹⁰

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, such as the World Development Indicators (WDI), used by the World Bank, and UBS's Prices and Earnings, published annually. The UBS index differs from other indices in that it also takes into account weekly wages when calculating the PPP.¹¹ The World Bank posits that, for a comprehensive PPP, it is necessary to take an average of individual PPPs for different goods and services.¹²

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 the most recent index published (July 2010), and also because it provides a stronger basis for consistent comparison with the last three surveys, which also employed the BMI. As in 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. The survey has also used the WDI PPP conversion factors for comparison (see Appendix 3). These do not differ greatly from the BMI.

⁸ World Bank, *International Comparison Programme 2003-2006 Handbook* (2006), p. 2. For an updated version, see the *ICP Methodological Handbook* (World Bank, 2010).

⁹ For more information, see www.economist.com/node/16646178?story_id=16646178

¹⁰ Li Lian Ong and Jason D. Mitchell, 'Professors and Hamburgers: An International Comparison of Real Academic Salaries', *Applied Economics*, 32: 7 (2000), 869-876

¹¹ UBS, *Prices and Earnings: A comparison of purchasing power around the globe* (2009)

¹² World Bank, *International Comparison Programme 2003-2006 Handbook*, p. 5

For the purpose of comparison, Appendix 3 contains a table of the converted national salary averages using both the 2010 BMI Index and the WDI 2010 PPP. Table 5 details the PPP conversion factors for the BMI used in this and previous surveys and the WDI 2010 PPP conversion factor.

Table 5: Purchasing Power Parity indices 2004-2010¹³

Country	2009-2010 Salary Survey		2006-2007 Salary Survey		2004-2005 Salary Survey	
	Big Mac Index 2010	World Development Indicators 2010	Big Mac Index 2006	World Development Indicators 2004	Big Mac Index 2004	World Development Indicators 2002
Australia	1.17	1.48	1.05	1.4	1.12	1.4
Canada	1.12	1.23	1.14	1.3	1.1	1.2
Malaysia	1.89	1.93	1.77	1.6	1.74	1.6
New Zealand	1.34	1.56	1.44	1.6	1.5	1.5
South Africa	4.94	4.64	4.5	2.7	4.28	2.4
United Kingdom	0.61	0.66	0.625	0.6	0.65	0.7

¹³ Table 5 excludes Singapore as the sample is too small and there is no comparative data.

Salary negotiations and settlements

This section provides the contextual background of salary determination systems and the funding of higher education in the seven responding countries.

Australia

Introduction

The main mechanism for negotiating salaries and conditions of employment at Australian universities is through collective Enterprise Bargaining Agreements (EBAs) which are negotiated on an institution-by-institution basis between universities and trade unions.

The introduction of local enterprise bargaining in 1992 ended nearly a century of centralised wage setting, and academic salaries are now determined by market value, rather than following a national pay spine. Enterprise bargaining was codified in 1993, when a non-unionised bargaining stream was also introduced. From 1996-2008, labour legislation also introduced individual Australian Workplace Agreements (AWAs) which were negotiated between individuals and employers, often without the aid of a trade union. However, with the introduction of the Fair Work Act in 2009, AWAs are no longer an option.¹⁴

The latest round of enterprise bargaining began in 2008, with the University of Sydney being the first to sign a long-term agreement in May 2009. The agreement included a 5% yearly salary increase and improved parental leave, and introduced better conditions for fixed-term staff moving to continued employment. Further negotiations have been slow, and the outcome of Sydney's agreement has been criticised by the Australian Higher Education Industrial Association (AHEIA),¹⁵ which argued that Sydney set a too ambitious precedent and claimed that the financial difficulties in 2009 would not allow its members to match its agreement.¹⁶ Nevertheless, a number of universities reached similar agreements in late 2009, including Edith Cowan University and La Trobe University, which included salary increases of 16-17% over four years. La Trobe's agreement also included extended paid maternity leave and a commitment to reduce the number of casual staff.¹⁷

Salary negotiations and settlements

Funding processes for HE have gone through significant changes over the last couple of years. From 2005-2009, labour legislation tied government funding to compliance with the Higher Education Workplace Relations Requirements (HEWRR), which required higher education institutions (HEIs) to offer staff a choice between collective salary bargaining and individual contracts (AWAs). The AWAs were met with heavy opposition, particularly from the main HE union, the National Tertiary Education Union (NTEU), as they had the potential to undermine the ability for collective bargaining.¹⁸ Whilst the take up of AWAs was minimal within the sector, the HEWRR was criticised for pressuring universities to revise previously agreed collective agreements.¹⁹

The Fair Work Act 2009 has to a large extent removed prohibitions on what can be put in enterprise agreements, but the bill has nevertheless been criticised by the International Labour Organization (ILO) for not complying with international conventions on freedom of association and the right to collective bargaining.²⁰ In 2010, the ILO made recommendations to the Australian Government to revise parts of the new legislation; in particular, it was critical of various restrictions on industrial action, including confining the right to strike, bargaining periods, and maintaining the right to prohibit industrial action if it is harmful for the economy or a third party.²¹ It could be argued that, in current legislation, students constitute a 'third party', which could warrant restrictions on industrial action for academic staff.

¹⁴ Rae Cooper and Bradon Ellem, 'The Neoliberal State, Trade Unions and Collective Bargaining in Australia', *British Journal of Industrial Relations*, 46: 3 (2008), 532-554

¹⁵ The Australian Higher Education Industrial Association (AHEIA) represents universities that are not in the research intensive Group of Eight (Go8).

¹⁶ John Ross, 'Sydney locks in with 17 per cent pay increase', *Campus Review*, 4 May 2009

¹⁷ Julie Hare, 'La Trobe signs enterprise agreement', *Campus Review*, 2 November 2009

¹⁸ Cooper and Ellem

¹⁹ John Howe, 'Money and Favours: Government Deployment of Public Wealth as an Instrument of Labour Regulation', in *Labour Law and Labour Market Regulation*, ed. by Christopher Arup and others (2006), pp. 167-196; Colin Walters, 'University Governance', paper for seminar on 'Governing Bodies of higher education institutions: Roles and Responsibilities', OECD, Paris, 24-25 August 2006

²⁰ Australian Higher Education Industrial Association (AHEIA), *Annual Report 2008* (2008); John Ross, 'Fair Work bill significance disputed', *Campus Review*, 1 December 2008

²¹ International Labour Organization (ILO), 'CEACR: Individual Observation concerning Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) Australia (ratification: 1973)' (2010)

Whilst representatives from the NTEU have welcomed 'the removal of the stupid rubbish about prohibited content', they also point out that the new legislation will be less relevant to the HE sector than other industries. According to Ken McAlpine, Senior Industrial Officer at NTEU, industrial relations in the HE sector have historically not been very turbulent. He partly attributes this to the relative generosity of universities and adds that 'there's always an exception, but typically, universities haven't had problems in their relationships with unions. The real aggro arose out of the Howard Government's philosophical approach to unions'.²²

Funding of higher education

In 2008, the Australian government commissioned a review of the HE system,²³ resulting in the Bradley Review, which recommended a significant increase in public investment in HE of almost AUD 6 billion over four years.²⁴ It also recommended a 10% increase in funding per full-time student place to support teaching and learning, using a more realistic and improved indexation measure for HE funding based on CPI (2.5%) and Wage Price Index (7.5%), as well as increasing government support for university research.

Some recommendations have the potential to change the funding and regulatory landscape of HE, such as the introduction of a student demand-driven model for the allocation of government-supported places, where teaching and learning subsidies would follow students, rather than be allocated directly to universities. This could create a high degree of uncertainty for universities, which could also affect salaries, as courses would be determined by student demand to a greater extent.²⁵ The review also suggests allowing a wider range of HE providers to enrol government-subsidised posts, including private institutions. This could potentially disadvantage public universities, as private providers do not have the same statutory research and community service obligations.²⁶

The government's response to the Bradley Review was to include an additional AUD 5.7 billion in the 2009/2010 Budget to support HE over the next four years, with the aims of supporting high-quality teaching and rewarding institutions for meeting agreed quality and equity outcomes.²⁷ The latter will involve conditioning future increases of non-research funding to 'agreements covering the achievement of institutional performance targets'.²⁸ Both these aims have the potential to impact on salary negotiations for academic staff.

The extra funds have been welcomed by Universities Australia, which argued in a recent report that the economic returns from additional funding for HE will improve the standard of living for Australians.²⁹ The report shows that increasing public funding by AUD 5 billion over three years, as well as undertaking structural reform, would increase national GDP by 6.4%, (AUD 163 billion) by 2040.³⁰

The 2010/2011 Budget reaffirmed the government's commitment to policies announced in the previous Budget, but it does not contain any new major initiatives for the HE sector. Current areas of focus include a move towards demand-driven funding for universities from 2012, measures to promote the achievement of attainment and participation rates, and reform to the student income support system. The Budget also included a renewed commitment to collective bargaining at the enterprise level, on the basis that it will improve Australia's productivity. The government has also emphasised the importance of reform of the HE system, arguing that increased investment in the sector and expanded participation will 'increase both Australia's long-term labour productivity and labour force participation rate'.³¹

²² 'Fair Work bill significance disputed', *Campus Review*

²³ Australian Department of Education, Employment and Workplace Relations (DEEWR), *Review of Australian Higher Education* (2008)

²⁴ DEEWR, *Transforming Australia's Higher Education System* (2009)

²⁵ Australia's international education sector under strain', *Radio Australia News*, 18 May 2010

²⁶ National Tertiary Education Union (NTEU) (Australia), *The Bradley Review: NTEU Policy and Research Briefing Paper* (2009)

²⁷ Hon Julia Gillard MP, 'Budget 2009-2010: A New Era for Universities', Australian Government (DEEWR) press release, 12 May 2009

²⁸ DEEWR, *Key Budget Measures for Higher Education and Research* (2010)

²⁹ Universities Australia was formed in 2007 and represents the university sector in Australia. It replaced the Australian Vice-Chancellors' Committee (AVCC), which was established in 1920. Members of Universities Australia are the institutions themselves, rather than vice-chancellors, and there is a focus on institutional rather than individual membership, which is a key element of the new organisation's structure. For more information, see www.universitiesaustralia.edu.au/page/about-us

³⁰ Universities Australia, 'Higher education investment avoids 'two-speed' economy', press release, 30 April 2010; KPMG, *Economic Modelling of Improved Funding and Reform Arrangements for Universities* (2010)

³¹ DEEWR, *Agency resources and planned performance (Budget 2010-2011)* (2010); Hon Julia Gillard MP, 'Education boosts the economy and jobs', Australian Government (DEEWR) press release, 26 May 2010; KPMG, *Measuring the Impact of the Productivity Agenda* (2010), p. 17

Canada

Introduction

Employment agreements in Canada are generally negotiated through local collective bargaining on an institution-by-institution basis between local trade unions/faculty associations and universities. Local faculty associations are supported by the largest trade union: the Canadian Association of University Teachers (CAUT). In order to achieve comparable salaries across institutions in Canada, CAUT uses the University and College Academic Staff Survey (UCASS), which has been conducted and released annually by Statistics Canada since 1946 and provides a snapshot of salaries as at 1 October each year, including median and average salaries for full-time staff, as well as the distribution of salaries.³² Of the countries surveyed, Canada has the most comprehensive national salary survey and CAUT also maintains several databases on collective agreements and benefits of its member institutions that can be used by provincial associations in their salary negotiations.³³ Canada also has a high level of unionisation among academic staff in the HE sector, at approximately 80% of staff, compared to 30% across all occupations in the country.³⁴

Salary negotiations and settlements

Canada has a wide variety of HEIs, ranging from public universities and colleges to private institutions and vocational colleges, and they have a high degree of autonomy. Furthermore, there is variety in salaries and practices for staff appointments between provinces; some universities rely on casual staff with relatively low salaries for more junior academic posts, while others have permanent staff with salaries similar to institutions in other responding countries.

Although the federal government is not directly responsible for HE provision in the provinces, it has provided a greater emphasis on funding for HE through direct research and infrastructure support during the last decade. For example, the government introduced the Canada Research Chairs programme in 2000, with a budget allocation of CAD 900 million and the aim of creating 2,000 new Research Chairs.³⁵

Whilst the Canada Research Chairs programme has mainly been regarded as beneficial to universities in terms of attracting and retaining staff, it has been criticised by CAUT, which highlighted issues relating to compensation and the impact on salary structures in its alternative five-year evaluation of the programme.³⁶ It found that 70% of academic staff associations (local trade unions) questioned indicated that the programme is consistent with salary provisions in collective agreements, but that many also reported Chairs receiving additional compensation on top of their regular salary, or being placed higher on the salary scale than they would be otherwise.

CAUT argues that the Canada Research Chairs programme invites market differentials in salaries and salary increases tied to prestige and demand, as it does not require institutions to recognise existing collective agreements and is vague on how funds are to be used with regard to salaries. Staff associations and Research Chairs, however, indicate that, while individual Chairs may get supplements, the programme has had minimal or no effect on salary structures overall and has had no noticeable effect on the wage gap between men and women either. It is therefore debatable whether the programme has affected academic salaries overall, though it may have had an impact on an institution-by-institution basis. The CAUT evaluation also revealed inequities in distribution depending on discipline area, size of institution, size of previous grants, gender, and region, where larger, established institutions and male-dominated disciplines are favoured. The programme may therefore contribute to salary differences between and within institutions, as a disproportionate amount of funds go to certain institutions and faculties. On a more positive note, 60% of associations indicated that the programme had made it possible for their universities to retain staff they might otherwise have lost. However, 56% of local faculty associations (local trade union branches) reported that they had lost staff to other universities as a result of the programme.³⁷

Funding of higher education

In Canada, HEIs are administered and funded directly by the provinces and there is no federal ministry of higher education. The federal government, however, transfers block grants to the provinces through the Canada Social Transfer (CST), which includes provisions for HE.³⁸

³² Statistics Canada, *Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities 2008/2009: Preliminary Report* (2009)

³³ Canadian Association of University Teachers (CAUT), *CAUT Profile: A directory of activities and services offered by the Canadian Association of University Teachers* (2010), p. 9

³⁴ David Robinson, *The Status of Higher Education Teaching Personnel in Australia, Canada, New Zealand, the United Kingdom and the United States* (2006)

³⁵ For more information, see www.chairs-chaieres.gc.ca/about_us-a_notre_sujet/index-eng.aspx

³⁶ CAUT, *Alternative 5th Year Review of Canada Research Chairs Program* (2005)

³⁷ CAUT, *Alternative 5th Year Review*

³⁸ Canada Social Transfer (CST) is a federal block transfer to provinces and territories in support of post-secondary education, social assistance and services, and early childhood development and early learning childcare. It is calculated on an equal per capita cash basis. For more information, see www.fin.gc.ca/fedprov/cst-eng.asp

The Federal Budgets of 2009 and 2010 did not include any extra funding for HE other than built-in increases in the CST. The 2009 Budget also included savings of CAD 147.9 million over three years and only modest increases in research funding. Similarly, the 2010 Budget also increased the research funding marginally by CAD 32 million annually (starting 2010-2011), which is below the inflation rate and not enough to offset the savings introduced in the 2009 Budget. Initiatives to promote the 'commercialisation' of HE were also introduced in 2009/2010, with CAD 45 million over five years to establish a new, internationally-competitive postdoctoral fellowship programme to attract top-level scholars to Canada.³⁹

Following the provinces' budget announcements in 2009 and 2010, funding for HE is tight in many universities, with some universities experiencing hiring freezes and cuts to programmes. While no province has cut operational funding to universities, funding for HE has been frozen in some provinces (Alberta and British Columbia), while others have increased or maintained funding levels (Ontario, for example).⁴⁰

CAUT has expressed disappointment over what they see as modest funding increases to HE and is concerned that increased spending in the neighbouring US 'will make it more difficult for Canada to attract and retain staff'.⁴¹ On the other hand, there have been reports that many US states have had to cut funding for HE as well. According to the report *Higher Education Budgets and the Global Recession*, 34 US states have been forced to make spending cuts to universities and colleges since 2008.⁴² The *Chronicle for Higher Education* has highlighted cuts in Nevada: a 6.9% mid-year cut for HE on top of a 24% cut in state funding.⁴³ Furthermore, the American Association of University Professors' latest annual salary survey reported that professors have experienced the lowest pay rise in 50 years at 1.2%. Coupled with an inflation rate of 2.7%, many have actually seen their purchasing power decrease from last year.⁴⁴ These findings question the attractiveness of U.S. universities for Canadian academic staff.

Malaysia

Introduction

Academic staff in public universities are part of the civil service in Malaysia and are currently covered by the Malaysian Remuneration System, which replaced the New Remuneration System in 2000. Each scheme of service in a university has its own salary matrix set over three levels: P1, P2 and P3.⁴⁵ Through the civil service, academic staff in public universities are offered tenure, which includes entitlement to a standard annual salary increment according to the relevant salary scale; the probationary period is one to three years. The main differences between the old and new system are that the new one introduced performance-based pay, according to assessment of staff competency levels as well as motivational elements, privileging knowledge acquisition and skills development, while pay under the old system was determined by seniority and length of service.⁴⁶ It is generally acknowledged that salaries in public universities are relatively low and uncompetitive, leading to problems recruiting new academic staff, and there have been attempts to separate public university academic staff from the civil service salary structures. Academic staff, however, enjoy many fringe benefits, including housing allowances, car loans, medical care subsidies, and generous sabbatical leave.⁴⁷

Salary negotiations and settlements

There are no academic trade unions in public universities in Malaysia. However, there are a number of active staff associations at both national and institutional level – for example, the Academic Movement Malaysia – which have been more or less successful in influencing salaries. Some academics argue that these associations have relatively little power to alter or improve working conditions for academic staff.⁴⁸ Academics are also politically restricted through national legislation, as they are prohibited from becoming affiliated with any political party and from taking active part in political activities.⁴⁹

³⁹ CAUT, *CAUT Analysis of Federal Budget 2010* (2010), p. 2; Léo Charbonneau, 'Federal Budget Highlights', *University Affairs*, 5 March 2010. There are a number of recent similar programmes, including the Vanier Canada Graduate Scholarships (www.vanier.gc.ca/hp-pa-eng.shtml) and Canada Excellence Research Chairs (www.cerc.gc.ca/hp-pa-eng.shtml)

⁴⁰ Léo Charbonneau, 'University finances: Canada versus the U.S.', *University Affairs*, 26 March 2010; Government of Alberta, 'Budget 2010: Striking the Right Balance' (9 February 2010) <<http://budget2010.alberta.ca>>

⁴¹ CAUT, *CAUT Analysis of Federal Budget 2009* (2009), p. 8

⁴² John Aubrey Douglass, *Higher Education Budgets and the global recession* (2010), p. 8

⁴³ Charbonneau, 'University finances: Canada versus the U.S.'

⁴⁴ Audrey Williams June, 'Professors' Pay Rises 1.2%, Lowest Increase in 50 Years', *The Chronicle of Higher Education*, 12 April 2010

⁴⁵ S. Kamaruddin and C. Y. Lim, 'Malaysia', in *Human Resource Management in Commonwealth Universities* (2008), pp. 55-60

⁴⁶ 'Human Resource Development in the Public Service – Malaysian Experience', presentation to the ASEAN Conference on Civil Service Matters, Phnom Penh, Cambodia, 5-6 September 2005

⁴⁷ Molly N. N. Lee, 'The Academic Profession in Malaysia and Singapore: Between Bureaucratic and Corporate Cultures', in *The Decline of the Guru: The Academic Profession in the Third World*, ed. by Philip G. Altbach (2003), pp. 135-165

⁴⁸ Lee, pp. 144-145

⁴⁹ Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605), Laws of Malaysia, p. 26

Basic salary and allowances for staff of public universities in Malaysia are under the jurisdiction of the Public Services Department of Malaysia (PSD), and associations can forward proposals relating to employees' welfare to the PSD for consideration.⁵⁰ Associations meet separately with the management of the university to discuss staff issues, 'however the university can only decide and act upon matters that are within their remit'.⁵¹ These associations function as platforms for employees and management to communicate and enable workers to air grievances on issues such as welfare, work environment, and other service-related issues.

Academic salaries and work conditions for staff in private institutions vary greatly from institution to institution depending on funds and, while tenure is offered, many private institutions rely on part-time lecturers and experience a high turnover of staff.

Funding of higher education

The Malaysian government has, in the past, been the main financial provider of higher education through block grants for development and capital expenditure, as well as subsidising tuition fees. The government has faced great budgetary constraints in the past 10-15 years, not least due to the Asian financial crisis which took hold in 1997. This has coincided with the government's encouragement of the private sector to take a more active role in the provision of higher education, and the subsequent great expansion of private institutions in Malaysia.⁵² According to one academic, this has led to a deterioration of working conditions for academic staff, especially in small and poorly-funded private colleges. Updated legislation in 1995 included measures to restructure public universities, such as introducing new governance models and plans for institutions to raise 30% of their operational costs themselves. It also included plans to improve academic salaries by 17.5%; however, these proposals were postponed indefinitely following the Asian financial crisis of the late 1990s.⁵³

Despite the government's proposals for 'corporatisation', which in practice led to changes in institutional governance rather than financial reform, it remains the primary source of funding for public universities and continues to oversee their activities. It has a high level of control over both public and private institutions via higher education legislation.

Yet, in another, more recent, attempt to strengthen institutions and with the stated aim of improving revenue generation and reduced dependence on the government for funding, the 2010 Budget considers 'granting public higher education institutions (IPTA) greater autonomy in managing finance, human resources, administration, student intake and income generation'. This will be done by relaxing regulations on institutions in terms of income-generating activities.⁵⁴

New Zealand Introduction

Since the beginning of the decade,⁵⁵ collective employment agreements at each of the eight universities in New Zealand are negotiated on an institution-by-institution basis between union representatives and universities.⁵⁶ The main trade union for university staff is the Tertiary Education Union (TEU), which was created in 2009 following the amalgamation of the Association of University Staff (AUT) and the Association of Staff in Tertiary Education (ASTE). There have been pressures from the TEU for national collective bargaining to produce one national collective employment agreement for academic staff and another for general staff, similar to the agreement which covers six institutes and polytechnics (ITPs) in New Zealand; however, to date, this has not materialised. Nevertheless, collective agreements at the eight public universities are relatively uniform in terms of leave provisions and additional benefits, although remuneration differs from university to university (see Appendix 1). The latest collective employment agreements for the public universities in New Zealand all expire in 2010, except for the University of Canterbury, where the latest agreement was agreed in 2009 and will expire in 2012. This differs from the collective employment agreements at the other institutions in that it covers a longer period (three years, compared to one year).

⁵⁰ Private communication with University of Malaya representative, 19 May 2010

⁵¹ Kamaruddin and Lim, p. 60

⁵² Machi Sato, 'Education, Ethnicity and Economics: Higher Education Reforms in Malaysia 1957-2003', *NUCB Journal of Language, Culture and Communication*, 7: 1 (2005), 73-88 (p. 81)

⁵³ Lee, pp. 140-143

⁵⁴ Yab Dato' Sri Mohd. Najib Tun Abdul Razak, 'The 2010 Budget Speech', 23 October 2009, p. 26

⁵⁵ The Employment Relations Act 2000 includes provisions for collective bargaining and collective agreements; see www.legislation.govt.nz/act/public/2000/0024/latest/DLM58317.html

⁵⁶ New Zealand Ministry of Education, *OECD Thematic Review Of Tertiary Education: New Zealand Country Background Report* (2006), p. 101

Salary negotiations and settlements

During the 1990s, labour legislation in New Zealand – through the Employment Contracts Act 1991 – removed many union privileges (including automatic and exclusive bargaining rights) and, similarly to Australia, introduced individual employment agreements in addition to collective agreements. The new legislation radically changed the system towards individual agreements based on enterprise bargaining from collective multi-employer agreements.⁵⁷ As opposed to Australia, where the take-up of individual agreements in the HE sector remained low until their abolishment, many HEIs in New Zealand during the 1990s had individual employment agreements with their staff. However, since the introduction of the Employment Relations Act 2000, most HEIs have returned to collective employment agreements with the majority of their staff. The current decade has seen continued reforms for the HE sector in New Zealand, where areas of focus have included performance and funding structures. Increased importance has been attached to linking performance and institutional strategies to state funding of HEIs.⁵⁸ A reformed funding framework consisting of three broad elements – funding for teaching and learning, funding for research, and targeted funding – may have an impact on the levels of salaries that HEIs can pay.⁵⁹

Until the mid-2000s, the government had not been involved in staffing matters, due to primary responsibility for staffing arrangements resting with HEIs. The Tripartite Forum Process may be seen as part of the government's initiative to improve staffing issues at HEIs. Established in 2005, it involves the government, the New Zealand Vice-Chancellors' Committee (NZVCC), and the combined university unions.⁶⁰ It aims to increase the competitiveness of New Zealand universities through recruitment and retention strategies in the international labour market. The process was financed by the government's Tripartite Adjustment Fund, which provided funding to universities to assist them in paying for salary increases. This funding will continue until 2011, after which the programme will cease, which may have an impact on the ability of HEIs to increase salaries.⁶¹ According to the TEU, these measures will result in universities having severe difficulties in attracting and retaining staff.⁶² A report commissioned by NZVCC also commented that the Forum has been important in improving pay rates for academics in New Zealand.⁶³

Funding of higher education

New Zealand's eight universities are all state-owned and operated, with funding sourced from government grants, student fees, research contracts, and trading income.⁶⁴ Funding for HE in New Zealand has long been restrained, although salaries have increased in recent years. The 2009 Budget announced a reduction in funding to universities of just over NZD 22 million per year, which included decreases in the Tripartite Adjustment Fund and dismantling the Tripartite Forum Process from 2011. In March 2010, the Minister of Tertiary Education announced, with regard to tertiary funding, that 'it is highly unlikely that there will be any significant cash injections in the foreseeable future'. He also stated that between 5% and 10% of tertiary education institutions' funding would be based on how well they perform academically from 2012, and that student loans would be linked to student achievement.⁶⁵ In a more recent, surprising, move, the Minister of Tertiary Education announced an additional NZD 55 million for universities to increase the number of student places in 2011 and 2012. The funds have been redirected from workplace-based industry training and would, according to the Minister, increase the number of full-time places at universities to their highest level ever.⁶⁶ The announcement came only days before the publication of The Economic Value of University Investment report, commissioned by NZVCC from the New Zealand Institute for Economic Research (NZIER). It found that an additional NZD 40 million a year in the next five years (NZD 200 million in total) would generate a permanent increase in New Zealand's GDP, as well as increasing the spending power of consumers, which NZVCC believes 'supports the Government's decision to identify lifting educational performance as one of the key drivers of economic growth'.⁶⁷

⁵⁷ Mark Bray and Pat Walsh, 'Different Paths to Neo-Liberalism? Comparing Australia and New Zealand', *Industrial Relations*, 37: 3 (1998), 358-387

⁵⁸ The Tertiary Education Commission (TEC), established by the Employment Relations Act 2000 to implement the Tertiary Education Strategies (2002-2007 and 2007-2010), has carried out this review on behalf of the government.

⁵⁹ New Zealand Ministry of Education, *New Zealand's Tertiary Education Sector Report: Profile & Trends 2002* (2003), pp. 19

⁶⁰ The New Zealand Vice-Chancellors' Committee (NZVCC) is a statutory body whose main responsibility is quality assurance in universities and the administration of scholarships. In recent years, its role has been extended to include policy, advocacy, and promotion of and for the university sector. This extended role prompted a rebranding of the organisation in the public eye and, in August 2010, NZVCC changed its name to Universities New Zealand. For more information, see www.universitiesnz.ac.nz

⁶¹ New Zealand Ministry of Education, *Tertiary Education Report: Further Tertiary Advice on Budget 2009* (2009), p. 11

⁶² Tertiary Education Union (TEU), 'Tertiary Education and the 2009 Budget' (6 March 2009) <<http://www.teu.ac.nz/?p=2660>>

⁶³ Deloitte, *University Staff Academic Salaries and Remuneration: A Comparison of New Zealand and Selected International (Australia, Canada, England, USA) Data* (2008)

⁶⁴ Charles Crothers, 'Attractiveness of the Academic Profession in New Zealand', conference paper for 'The Attractiveness of the Academic Profession: the Management Challenge' conference, Melbourne, Australia, 1-2 October 2009. In 2007, New Zealand universities' income was sourced from government grants (45%), student fees (around 28%), and other sources, mainly research contracts and trading income (around 28%).

⁶⁵ TEU, 'Joyce prepares to shuffle the funding', *Tertiary Update*, 13:8 (2010)

⁶⁶ John Gerritsen, 'Universities win more funding', *University World News*, 17 October 2010

⁶⁷ Universities New Zealand, *Universities for a thriving New Zealand: Contributing to Economic Growth*, summary document (2010)

Whilst the government's new funding has been welcomed by both NZVCC and the TEU, the latter has expressed concern that previous cuts in government funding will be detrimental to universities. It argues that New Zealand should follow the example of other countries (such as Australia) by increasing funding for universities in a time of recession and when student numbers are increasing, reflecting an ongoing concern about brain drain, to Australia in particular.⁶⁸

Singapore

Introduction

National wage levels for both the private and public sectors (in general) in Singapore are negotiated on a tripartite basis, involving the government, employers (via the Employers Federation), and unions (via the National Trade Union Congress), which, through the National Wages Council, make recommendations to the government on wage levels. Academic salaries in Singapore are high and have increased steadily since the mid-1980s. They are now among the highest in the region; however, the economic downturn has limited the impact of the National Wages Council's recommendations for increases in 2009-2010.⁶⁹

Salary negotiations and settlements

Academic staff are not unionised, but there are a few staff associations with limited impact. Labour-management relations in Singapore have been described as 'cordial'. The Industrial Arbitration Court has the power to ratify or reject all collective agreements and has all but eliminated strikes.⁷⁰ Others have noted that academic staff in Singapore are more likely to join professional associations.⁷¹

Funding of higher education

The Ministry of Education (MOE) currently provides funding and oversees the policy of five public universities, of which the National University of Singapore (NUS), Nanyang Technological University (NTU), and Singapore Management University (SMU) are governed autonomously. It also has a role in supervising private institutions, some of which also receive government funding.⁷² The government has increased investment in higher education in the past five years, and the sector's share of the total budget for education has also increased steadily.⁷³ Increased government investment is a high priority, to attract academics from other countries such as Australia and New Zealand, and it has the potential to impact on academic salaries.⁷⁴ The Ministry of Education commented that 'The current economic situation presents a window of opportunity for MOE to step up recruitment efforts [to] attract...talented individuals seeking meaningful careers as educators in our schools and post-secondary educational institutions'. In 2010, the education budget increased to SGD 9.66 billion from SGD 8.7 billion in 2009, including SGD 2.34 billion to subsidise the operations of the three autonomous universities, the newly-established Singapore University of Technology and Design (SUTD), and the Singapore Institute of Technology (SIT). The budget also provides for 15,300 subsidised university undergraduate places in the 2010 academic year, representing around 26% of the cohort. According to the MOE, the recovery of the global economy presents an opportunity to 'continue to strengthen [our] investment in education'.⁷⁵

South Africa

Introduction

Academic salaries in South Africa are negotiated on an institution-by-institution basis, resulting in collective agreements for academic staff where they are unionised. Collective agreements, which include annual salary increments and conditions of employment, are negotiated between trade unions and management at institutions that are formally unionised. In most

⁶⁸ TEU, 'Wrong choice for learning our way out of recession' (28 May 2009) <<http://www.teu.ac.nz/?p=2626>>; TEU, 'Joyce prepares to shuffle the funding'

⁶⁹ Sarosh Kuruvilla, 'Linkages between Industrialization Strategies and Industrial Relations/Human Resource Policies: Singapore, Malaysia, the Philippines, and India', *Industrial and Labor Relations Review*, 49 (1998), 635-657 (pp. 638-639); Singapore Ministry of Manpower, *National Wages Council Guidelines for 2009/2010* (2009)

⁷⁰ Kuruvilla, pp. 638-639

⁷¹ Lee, p. 144

⁷² See www.moe.gov.sg/about/org-structure/hed

⁷³ Singapore Ministry of Finance, *Budget Highlights: Government spending on higher education* (2010)

⁷⁴ Graeme Hugo, 'The Demography of Australia's Academic Workforce: The ATN Universities', presentation to the Australian Technology Network of Universities (ATN) Conference on 'Building Partnerships: Finding Solutions – The ATN Workforce in Profile', Melbourne, Australia, 9-11 February 2005

⁷⁵ Singapore Ministry of Education, 'Budget 2010, Expenditure Overview' (March 2010) <http://www.mof.gov.sg/budget_2010/expenditure_overview/moe.html>

cases, HR takes a leading role in these negotiations.⁷⁶ Where staff are not unionised, individual agreements between employees and institutions may involve consultation with staff associations, or employees may receive assistance from the National Tertiary Education Union (NTEU).⁷⁷ This, coupled with highly independent HEIs, has led to extreme variation in salaries between institutions in the country.

Salary negotiations and settlements

Since 1994, HE in South Africa has undergone major changes, including improving access for previously disadvantaged students, merging public universities, and changing the model of governance. The 1997 Higher Education Act put an emphasis on institutional autonomy for universities, and gave institutions a lot of room for interpretation and implementation, strengthening institutional freedom and autonomy.⁷⁸

Trade unions have become increasingly active in South Africa since 1994, and many South African HEIs are unionised (85% of university staff in some universities in 2008).⁷⁹ However, some universities have staff associations with no external affiliations. While trade unions have also become more active in university management structures,⁸⁰ the international Changing Academic Profession survey of academic staff found that staff in South Africa consider themselves to have slightly negative relations with management, representing a change from a previous Carnegie survey in 2000, which reported the opposite.⁸¹

Two of South Africa's largest HE trade unions, the National Tertiary Education Staff Union (NTESU) and the National Union of Tertiary Employees of South Africa (NUTESA), have recently merged to form a 5,000-member strong union: the National Tertiary Education Union (NTEU).⁸² Representatives from the new union and the previous unions have long called for nationally-negotiated collective agreements for academic staff and for differentiation from lower tiers of education.⁸³ Other union concerns include low salary levels for academic staff, leading to academics leaving for the private sector or private institutions, and high salaries for university administrators.

Funding of higher education

A new funding framework for the allocation of government grants to HEIs was introduced in 2003, and was first implemented in the 2004/2005 grant allocation. Core grants are generated by a number of approved full-time equivalent (FTE) student places but, similar to other responding countries, such as Australia and New Zealand, the new framework links additional funding to performance and compliance with national planning and goals.⁸⁴

The new funding framework was evaluated by the OECD in 2008. While recognising the difficulties that South African universities have faced since 1994, such as restructuring, mergers, and changing enrolment ratios to compensate for past inequalities, the OECD also raised 'critical conceptual and practical issues' with the framework. This included a lack of incentives to grow research and teaching productivity, and subsidies that are based on the demographic composition of student bodies rather than cost. A lack of funding for residencies, experimental learning, and subsidies to maintain new buildings was also highlighted.⁸⁵

The 2010/2011 Budget for the newly-created Department of Higher Education and Training includes an increase in operating grants for the 23 universities from ZAR 15.3 billion in 2009/2010 to ZAR 17.5 billion in 2010/2011, and an additional ZAR 1.3 billion over three years to improve salaries in Further Education and Training (FET) colleges.⁸⁶

⁷⁶ Lourens Geyer, 'South Africa', in *Human Resource Management in Commonwealth Universities* (2008), pp. 67-73

⁷⁷ National Tertiary Education Union (NTEU) (South Africa), 'NTEU national policy document 2010' (2010) <http://www.ntesu.org.za/policy/nteu_national_policy_document-2010.htm>

⁷⁸ Geyer, p. 68

⁷⁹ Geyer, p. 72

⁸⁰ Geyer, p. 72

⁸¹ Charste C. Wolhuter and others, 'The Academic Profession in South Africa in Times of Change: portrait from the preliminary results of the Changing Academic Profession (CAP) Research Project', in *The Changing Academic Profession in International Comparative and Quantitative Perspectives* (2008), pp. 389-400

⁸² TEU, 'Two unions become one in South Africa' (26 November 2009) <<http://www.teu.ac.nz/?p=5012>>; Karen MacGregor, 'New national university union launched', *University World News*, 6 December 2009

⁸³ NTEU (South Africa), 'National Collective Bargaining in the Higher Education Sector: A Position Paper from the National Tertiary Education Union' (1999) <<http://www.ntesu.org.za/bargaini.htm>>

⁸⁴ South African Ministry of Education, *A new funding framework: how government grants are allocated to public higher education institutions* (2004)

⁸⁵ Karen MacGregor, 'South Africa: OECD urges university funding changes', *University World News*, 12 October 2008

⁸⁶ The South African Department of Higher Education and Training was created in July 2009.

Operating grants are divided between the 23 universities based on research output and teaching inputs and outputs, as well as contextual factors, such as the number of disadvantaged students enrolled at the institution. In order to receive earmarked grants, universities need to comply with national objectives.⁸⁷ The recent budget has been criticised by both university administrations and university staff unions for favouring FET college salary increases and bypassing academic salaries. Disappointment and worries about retaining staff at institutions, despite spending up to 60% of university budgets on salaries, have been expressed. 'Even if the government does not have enough resources to address the salary issue, the minister could have said that in the next three to five years this is how salaries will be upgraded,' said Professor Adam Habib, Deputy Vice-Chancellor of the University of Johannesburg. A spokesperson at Durban University of Technology (DUT) also pointed out that low salaries are a major problem, and highlighted staff strikes last year at DUT. Further concern at the potential lowering of educational standards has been put forward. Simon Sauer, Chairperson of the NTEU, said 'You cannot entirely sacrifice your highest level of education to low-level skills training. I am afraid we are not upgrading the country to First World standards'.⁸⁸

Meanwhile, a study published in the South African Journal of Higher Education highlighted a decline in government funding of public HEIs since 2000. It also noted an increasing dependence on non-government sources, including market investments, research funding, and tuition fees. However, these funding streams can be problematic for institutions, as they are often limited in scope and do not always contribute to operational costs, such as academic salaries. Furthermore, such funds are mostly for specific purposes, for example, for a particular project where funds 'belong' to a specific researcher. This means that the university cannot redistribute the funds to be spent on other activities. In addition, these funds cannot compensate for the loss of government grants.⁸⁹ There is also the volatile nature of non-government sources, which are dependent on market forces to a large extent, making it harder for universities to plan spending, including the level of annual salary increments. An added problem is the need for/pressure on institutions to increase enrolments, which brings in both higher government funds and also tuition fees. Whilst this could in theory increase prospects for higher academic salaries, there is little evidence to indicate that this has, in fact, occurred.

United Kingdom

Introduction

In 2004, a new pay modernisation framework was agreed introducing 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, such as 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 was negotiated by the Joint Negotiating Committee for Higher Education Staff (JNCHES), which included employers represented by the Universities and Colleges Employers Association (UCEA) and staff represented by six (now five) trade unions, the largest of which is the University and College Union (UCU).

The national pay spine consists of 51 points, and universities have negotiated with their local union representatives to establish grading structures for academic staff that map onto the national spine. The allocation of specific posts to these grades is generally supported by the use of a job evaluation scheme. The Higher Education Role Analysis (HERA) scheme developed by a consortium of universities is used in 71% of institutions.⁹⁰ Thus, roles and competencies (as established using HERA) are allocated to different grades on the scale based on the negotiations that take place between the employer and the unions. The salary at each point of the scale is negotiated nationally for most universities through collective negotiations between the HE staff unions and the institutions represented by UCEA. The deadline for the completion of negotiations between institutions and local unions on the new grading structures was August 2006 and, as of December 2008, most HEIs had moved over to the new pay spine, with some migrating staff onto their own pay and grading structures at a later date. For the vast majority, the process has now been completed. With the assimilation to the new pay spine, many staff received a slight increase in salaries; the average across HEIs was 1.5%, according to a UCEA survey in 2007.⁹¹ Staff can expect, within and up to the maximum of their grade, to move up the pay spine by a number of points – usually 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.

⁸⁷ South African National Treasury, *Budget 2010 – Higher Education and Training* (2010), pp. 310-316; South African Government Communication and Information System, 'Education budget gets R17bn hike', *BuaNews*, 17 February 2010

⁸⁸ Monako Dibetle and Thabo Mohlala, 'Budget snubs academics', *Mail & Guardian*, 22 February 2010

⁸⁹ G. Wangenge-Ouma and N. Cloete, 'Financing Higher Education in South Africa: Public Funding, non-government revenue and tuition fees', *South African Journal of Higher Education*, 22: 4 (2008), pp. 906-919

⁹⁰ Universities and Colleges Employers Association (UCEA), *UCEA Framework Agreement Report 2008* (2008)

⁹¹ Joint Negotiating Committee for Higher Education Staff (JNCHES), *Review of Higher Education Finance and Pay Data* (2008), p. 57

The 2009/2010 pay settlement was concluded with a final annual pay increase of 0.5% on all pay points with effect from August 2009, which the unions reluctantly accepted in January 2010.⁹² The 0.5% increase was substantially lower compared to the previous three years' increases, when annual increases (and some additional increments of 3%) led to some staff receiving increases over the period of more than 15%. The final instalment of the 2006-2009 Pay Agreement was confirmed at 5%, and appears to have been most beneficial for staff at the bottom and top end of the pay spine. Some HEIs that have faced financial difficulties in honouring the pay agreements have considered deferring payment by up to 11 months.⁹³ The salary negotiations for 2010/2011 are underway, with a final offer of a 0.4% annual pay increase having been made by employers in July 2010.

Salary negotiations and settlements

In 2008, a review of arrangements for the national negotiating structure (through JNCHES) was carried out, resulting in a New JNCHES Agreement between UCEA, as the representative of higher education employers, and the trade unions, as representatives of HE staff. The agreement sets out the procedure for national negotiation on issues regarding pay and related matters which are determined at national level.⁹⁴ Whilst UCU initially criticised the agreement for omitting provisions for the separate negotiation of academic staff salaries and limiting the possibility of taking industrial action in the summer months, it joined the agreement in 2009, and participated in the collective pay negotiations for 2009/2010 shortly afterwards.⁹⁵ The pay negotiations that followed were protracted, due to disagreement between unions and HEIs over the level of pay increase that institutions could afford and concerns raised by the unions about job security.⁹⁶ Job security continues to be an issue in the current negotiation round, in which trade unions have expressed concern over the perceived reluctance of employers to discuss the issue at a national level, while employers' representatives have emphasised that decisions on and discussions about staffing and redundancies are up to individual HEIs.⁹⁷ Employers made a final offer of a 0.4% pay increase in late July 2010, highlighting the difficult economic climate and improvements in higher education salaries in recent years, with pay increases exceeding inflation in all years but one between 2001 and 2007.⁹⁸ Employers also pointed to the call made by the Secretary of State for Business, Innovation and Skills earlier in the year for 'restraint on all aspects of pay and bonuses'.⁹⁹ It has, however, been debated whether this applies to all academic teaching positions, as the Secretary of State made references to 'senior staff' and his subsequent comments have highlighted vice-chancellors' pay rather than that of lecturers.¹⁰⁰ At the time of writing, the pay offer has yet to be accepted.

Recent cuts in the higher education budget (see below), including severe efficiency savings and possible redundancies at several universities, and expected future funding restrictions have triggered a debate on the merits of collective bargaining at a national level. This began in early 2010, with London South Bank University deciding to move to local pay deals and withholding the 0.5% nationally-negotiated pay rise. While there has traditionally been a strong union commitment to national pay negotiations, this move resonates with the challenge posed by the UCEA during the 2008/2009 negotiations, in which it proposed allowing HEIs to 'opt in' or 'opt out' of collective national pay negotiations and agreed annual increments. At the time of writing, a small number of HEIs have opted out, and some institutions are considering following suit, while others are more hesitant. On the one hand, national bargaining has been criticised by some institutions for being too inflexible and exacerbating current economic difficulties, claiming that individual deals such as temporary pay cuts or freezes could save jobs during a recession. Other institutions argue that the national pay dialogue is more likely to avoid pay escalation and therefore save jobs. However, while most institutions are intending to stay in the national negotiations for as long as possible, in order to influence the outcome, this shift in thinking may have an impact on future pay negotiations.¹⁰¹

Funding of higher education

Funding in the UK is devolved, with separate funding councils operating in England (Higher Education Funding Council for England – HEFCE), Scotland (Scottish Funding Council – SFC), Wales (Higher Education Funding Council for Wales –

⁹² UCEA, 'Chronology of events between the 2006 - 2009 pay deal and the implementation of the 2009/10 pay award' (2010) <http://www.ucea.ac.uk/en/2011_Pay_Negotiations/national-negotiations-timeline/timeline-2006-to-2009.cfm>

⁹³ UCEA, 'September RPI sees university staff three year pay deal exceed 15%', press release, 14 October 2008

⁹⁴ UCEA, 'New JNCHES November 2007 Agreement' (2007) <http://www.ucea.ac.uk/en/New_JNCHES/new_jnches/new-jnches-november-2007-agreement.cfm>

⁹⁵ UCEA, 'Chronology of events'

⁹⁶ The pay round was concluded by the parties participating in the production of the Acas Digest on Job Security in HE; see www.ucea.ac.uk/en/Employee_Relations/acas-digest-on-job-security

⁹⁷ University and College Union (UCU), 'HE national negotiations 2010' (2010) <<http://www.ucu.org.uk/index.cfm?articleid=4505>>

⁹⁸ JNCHES, *Review of Higher Education Finance and Pay Data*, p. 58

⁹⁹ UCEA, 'Chronology of events'; Rt Hon Dr Vince Cable MP and Rt Hon David Willetts MP, 'Letter to Vice-Chancellors and Principals', 26 May 2010

¹⁰⁰ Simon Baker, 'Cable "taken aback" by recent v-c pay rises', *Times Higher Education*, 27 May 2010

¹⁰¹ Melanie Newman, 'Pressure grows on national bargaining', *Times Higher Education*, 25 Feb 2010

HEFCW), and Northern Ireland (Department for Employment and Learning – DELNI). Different funding bodies are responsible for additional funding, including teacher education, health, and research.

The UK higher education budget has been substantially reduced in the past year. The Labour government's 2010 Budget, delivered in March, included cuts and efficiency savings amounting to GBP 915 million over three years, including a GBP 164 million cut in the government's teaching grant to HEFCE, which represents an annual decline of 12.5% in its budget.¹⁰² The new coalition government's emergency Budget, delivered in June 2010, included a further GBP 200 million cut to the higher education budget, and a reversal on agreed funds for extra university places. The Department for Business, Innovation and Skills, which allocates funds to HEFCE for distribution, had its budget cut by GBP 836 million, representing 3.9% of the department's total budget.¹⁰³ While most of the cuts have been achieved by reducing extra student places, a total of GBP 82 million is to be taken from teaching grants and teaching capital and, as part of the government's immediate spending cuts, GBP 20 million of teaching funds from the financial year 2009/2010 will be withdrawn in 2010.¹⁰⁴ A recent independent review of higher education funding and student finance, led by Lord Browne, also recommended that greater responsibility for paying for university study should fall on students, rather than the state, including removing the current cap on tuition fees.¹⁰⁵ The emergency Budget also included provisions for a VAT increase from 17.5% to 20%, planned for January 2011. This has been met with concern by the HE sector, which predicts that it will result in annual cost increases of millions of pounds, as universities cannot charge VAT for many of the services they provide, while day-to-day operational costs, as well as short-medium term capital projects costs, will increase.¹⁰⁶

A UCEA/JNCHES review of higher education finance and pay also shows that the recent cuts follow a significant long-term decline in core funding for teaching, at the same time as the 2001-2007 period saw an 8% per year increase in staffing costs. While mean salaries for academics increased 10.6% in real terms (adjusted for inflation) since 2001,¹⁰⁷ reduced core funding has the potential to affect future pay increases, especially as 60% of HEI income in 2008 consisted of government funding.¹⁰⁸ Concern has also been expressed that competitor countries (in terms of both students and academics) are increasing funding to higher education at a time when the UK is experiencing cuts. Dr Wendy Piatt, Director General of the Russell Group of research-intensive universities commented that 'it is important to remember that our competitors... are pouring more resources into higher education and research as a strategy for coming out of recession'.¹⁰⁹ This perception has been reinforced in a recent report from Universities UK, which has examined national approaches to higher education funding during the recession. It found that some countries, such as China and India have chosen to maintain pre-recession levels of funding in a bid to stay competitive and to drive economic development. Others, such as Australia and Canada at the federal level, have increased public sector spending to certain higher education areas as a 'vehicle to stimulate wider economic growth'.¹¹⁰ The report also found that the Australian higher education sector appears to have managed better during the recession than other countries, such as the U.S. and Canada.¹¹¹

¹⁰² John Morgan, 'Hefce budget to be slashed by £915m over three years', *Times Higher Education*, 31 December 2009

¹⁰³ United Kingdom Department for Business, Innovation and Skills (BIS), 'BIS' contribution to Government savings' (24 May 2010) <<http://www.bis.gov.uk/news/topstories/2010/May/BIS-savings>>

¹⁰⁴ Rt Hon Dr Vince Cable MP and Rt Hon David Willetts MP, 'Revised grant letter for higher education 2010-11', 24 June 2010

¹⁰⁵ Melanie Newman, 'Student support may be targeted in £600m cut-back, sources warn', *Times Higher Education*, 17 December 2009

¹⁰⁶ Simon Baker, 'Sum of universities' fears: cuts of up to a quarter and VAT rise', *Times Higher Education*, 24 June 2010

¹⁰⁷ JNCHES, *Review of Higher Education Finance and Pay Data*, p. 68; please note that, if the rate of increase is measured by median salary increases, the real term increase over the same period is much lower, at 5.6%.

¹⁰⁸ JNCHES, *Review of Higher Education Finance and Pay Data*, p. 102

¹⁰⁹ Diane Spencer, 'Coalition cuts university spending', *University World News*, 30 May 2010

¹¹⁰ Universities UK, *The Global Picture* (2010), p. 3

¹¹¹ Universities UK, p. 20

Analysis of salary and benefits data

This section analyses the salary and benefits data submitted by responding institutions. The first part analyses the salary scales by country, and also includes discussions on salary negotiations, attraction and retention issues, and the internationalisation of higher education, where appropriate. The second part analyses the provision of benefits in responding countries. Finally, an overall summary of comparative trends across responding countries is provided.

Table 6: Ten-year rankings based on BMI¹¹²

Rank	2000-2001	2001-2002	2003-2004	2004-2005	2006-2007	2009-2010
1	South Africa	Australia	Australia	Australia	Australia	Australia
2	Australia	Canada	Canada	Canada	Canada	South Africa
3	United Kingdom	New Zealand	United Kingdom	United Kingdom	United Kingdom	Canada
4	New Zealand	United Kingdom	New Zealand	New Zealand	New Zealand	United Kingdom
5	Canada	South Africa	South Africa	South Africa	South Africa	New Zealand
6	–	Malaysia	Malaysia	Malaysia	–	Malaysia

Table 6 details the salary ranking for each of the surveyed countries since the 2000-2001 survey. These rankings are based on the midpoints of the scales for each category. It should be noted that Malaysia was not included in the 2006-2007 survey.

Since 2000-2001, there has been a high level of consistency in the ranking order of the participating countries, using the purchasing power conversion rate. Australia continues to be at the top of the ranking; however, this year, the rankings changed slightly, as South Africa climbed up to second place, pushing down Canada to third place and the UK to fourth place. When the WDI PPP is used, South Africa is on the same level as Australia; however, using the market exchange rate pushes South Africa down to second to last (see Figure 7 below). The UK remains in the same position regardless of which conversion rate is used, while Canada moves up to second position using the market exchange rate (see Figures 6 and 7 below). It should be noted that Singapore, which has been excluded from the ranking due to a lack of comparative data for previous years, would have ranked highest using either the BMI or the market exchange rate, with the latter reducing its lead over the other countries. This is similar to results from the 2000-2001 and 2001-2002 surveys, which also show salary levels in Singapore as much higher than in other participating countries.

Tables 7 and 8 provide summary data of the country averages broken down by academic post. Table 7 features the salary data converted using the BMI 2010; Table 8 uses the market exchange rate at the time of analysis (July 2010). The following analysis will mainly use the BMI 2010 data, but comparisons will be drawn with the market exchange rate data and actual averages where appropriate.

Table 7: Overall midpoint average salary scales using BMI 2010 (PPP USD)¹¹³

	Australia	Canada	New Zealand	South Africa	United Kingdom	Overall
Professor						
Bottom of scale	116,194	78,164	92,834	97,155	91,244	95,118
Associate Professor (Reader/Senior/Principal Lecturer – UK)						
Top of scale	104,264	96,185	90,367	96,225	91,879	95,784
Bottom of scale	91,847	64,813	81,081	74,874	76,592	77,841
Average	98,055	80,499	85,724	85,550	84,235	86,813
Senior Lecturer (Lecturer B – pre-1992 UK)						
Top of scale	90,233	–	79,642	81,024	79,965	82,716
Bottom of scale	76,039	–	61,445	61,079	63,617	65,545
Average	83,136	–	70,544	71,051	71,791	74,130
Lecturer (Lecturer B – Australia; Assistant Professor – Canada; Lecturer A – UK)						
Top of scale	75,455	88,403	58,999	70,105	63,283	71,249
Bottom of scale	62,544	53,833	48,582	51,602	53,192	53,951
Average	69,000	71,118	53,791	60,854	58,238	62,600

¹¹² Singapore has been excluded from Table 6 as the 2010 sample is too small (one response) and there is no comparative data.

¹¹³ Malaysia and Singapore have been excluded from Table 7 as the sample is too small and there is no comparative data. The overall average stated is the average for all midpoint salary scales. Unless otherwise noted, the 'inclusive' figures will be used when comparing averages. The rank of Assistant Lecturer in Canada has been excluded from the overall average as data for the top of scale is unavailable. GDP per capita data is taken from Central Intelligence Agency (CIA), *The World Factbook 2010* (2010)

	Australia	Canada	New Zealand	South Africa	United Kingdom	Overall
Assistant/Associate Lecturer (Lecturer A – Australia; Lecturer – Canada)						
Top of scale	59,916	–	43,611	–	–	51,764
Bottom of scale	44,012	52,195	39,236	–	–	45,148
Average	51,964	52,195	41,424	–	–	48,528
Overall average						
Excluding bottom of Professor scale	75,539	75,809	62,870	72,485	71,421	68,018
Including bottom of Professor scale	83,670	76,594	68,863	78,653	76,377	73,428
GDP per capita (USD PPP)	40,000	38,200	27,400	10,300	34,800	–

Table 8: Overall midpoint average salary scales using market exchange rate (USD)¹¹⁴

	Australia	Canada	New Zealand	South Africa	United Kingdom	Overall
Professor						
Bottom of scale	120,307	84,176	89,494	63,653	85,086	88,543
Associate Professor (Reader/Senior/Principal Lecturer – UK)						
Top of scale	107,955	103,584	87,116	63,044	85,679	89,475
Bottom of scale	95,098	69,799	78,164	49,056	71,423	72,708
Average	101,526	86,691	82,640	56,050	78,551	81,092
Senior Lecturer (Lecturer B – pre-1992 UK)						
Top of scale	93,427	–	76,778	53,085	74,568	74,464
Bottom of scale	78,731	–	59,234	40,017	59,324	59,326
Average	86,079	–	68,006	46,551	66,946	66,895
Lecturer (Lecturer B – Australia; Assistant Professor – Canada; Lecturer A – UK)						
Top of scale	78,126	95,203	56,877	45,931	59,013	67,030
Bottom of scale	64,758	57,975	46,835	33,808	49,602	50,596
Average	71,442	76,589	51,856	39,870	54,308	58,813
Assistant/Associate Lecturer (Lecturer A – Australia; Lecturer – Canada)						
Top of scale	61,130	–	42,042	–	–	51,586
Bottom of scale	45,201	56,210	37,825	–	–	46,412
Average	53,165	56,210	39,934	–	–	49,770
Overall average						
Excluding bottom of Professor scale	78,053	73,163	60,609	47,490	66,601	65,183
Including bottom of Professor scale	86,504	82,486	66,386	51,531	71,223	71,626
GDP per capita (USD PPP)	40,000	38,200	27,400	10,300	34,800	–

The following analysis will use the BMI 2010 converted scales unless otherwise stated. All overall average salary levels refer to midpoint averages unless otherwise stated (see Glossary for further information on terms used in the survey).

Weighted averages and staff distribution

An addition to this year's survey is that institutions were asked to provide details of the actual average salary at each level (in addition to the top and bottom of the salary scale for each level), as well as the number of employees at each level. The actual average salaries provided represent the weighted average of these scales based on the number of employees at each academic rank.

¹¹⁴ Market exchange rate as at 21 July 2010. Malaysia and Singapore have been excluded from Table 8 as the sample is too small and there is no comparative data. The overall average stated is the average for all midpoint salary scales. Unless otherwise noted, the 'inclusive' figures will be used when comparing averages. The rank of Assistant Lecturer in Canada has been excluded from the overall average as data for the top of scale is unavailable. GDP per capita data is taken from CIA, The World Factbook 2010

By asking for this additional data, it was possible to calculate an overall weighted average for each country by taking the number of people at each level into account. This average can then be compared with the overall country midpoint salaries (see Figure 1). The additional data also allows us to look at differences in midpoint average salaries and actual average salaries (as provided by the institutions), as well as how salaries are distributed across academic ranks. These will be examined by country in the section below.

Figure 1: Overall midpoint average salary and weighted country average (PPP USD)

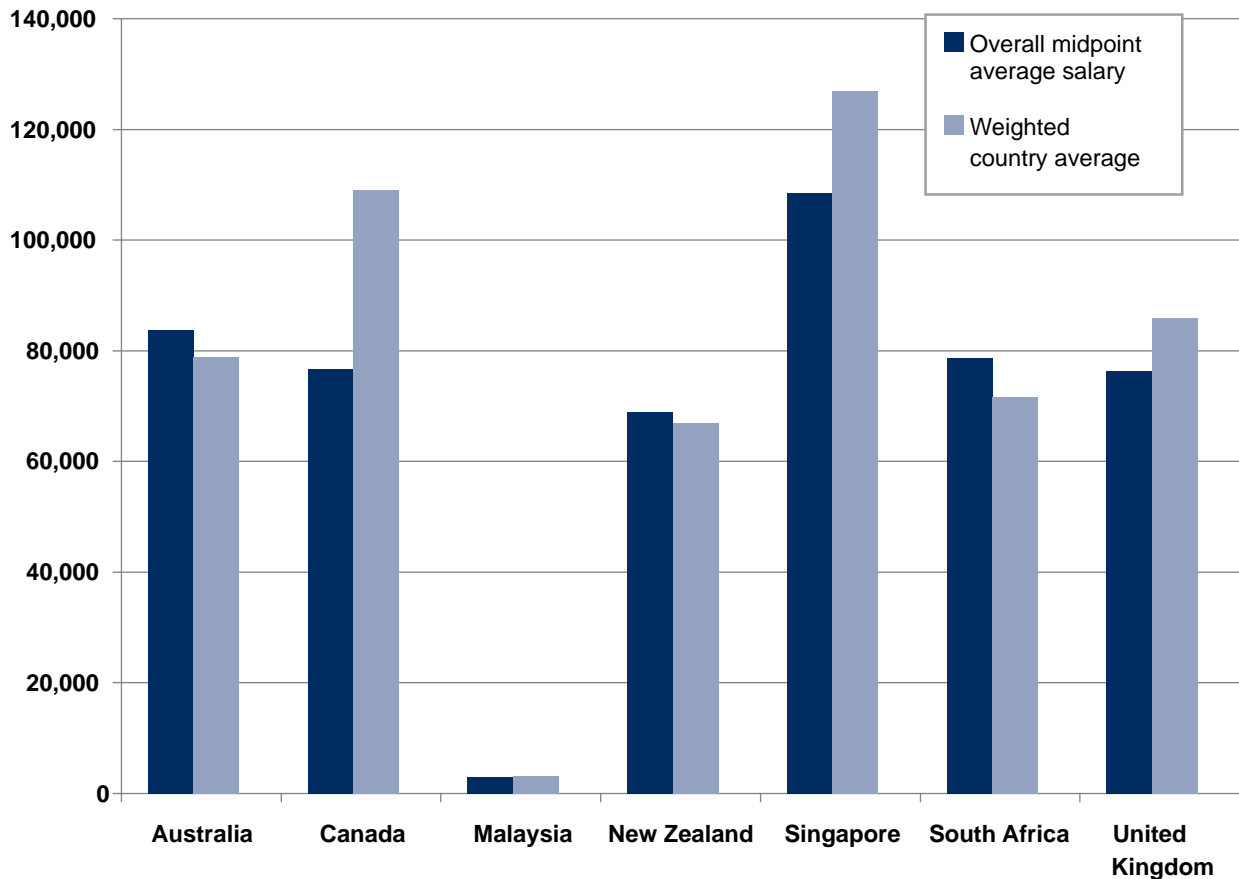


Figure 1 illustrates the difference between overall midpoint salaries and weighted institution averages. For most countries, the overall difference is not significant. For Canada, however, the actual average appears to be much higher than the midpoint salaries. The UK and Singapore data also shows higher overall actual average salaries when compared to midpoint salaries, while the remaining countries show lower weighted average salaries (see also Appendix 4 and Figures 9 and 10).

Analysis of salary scales by country

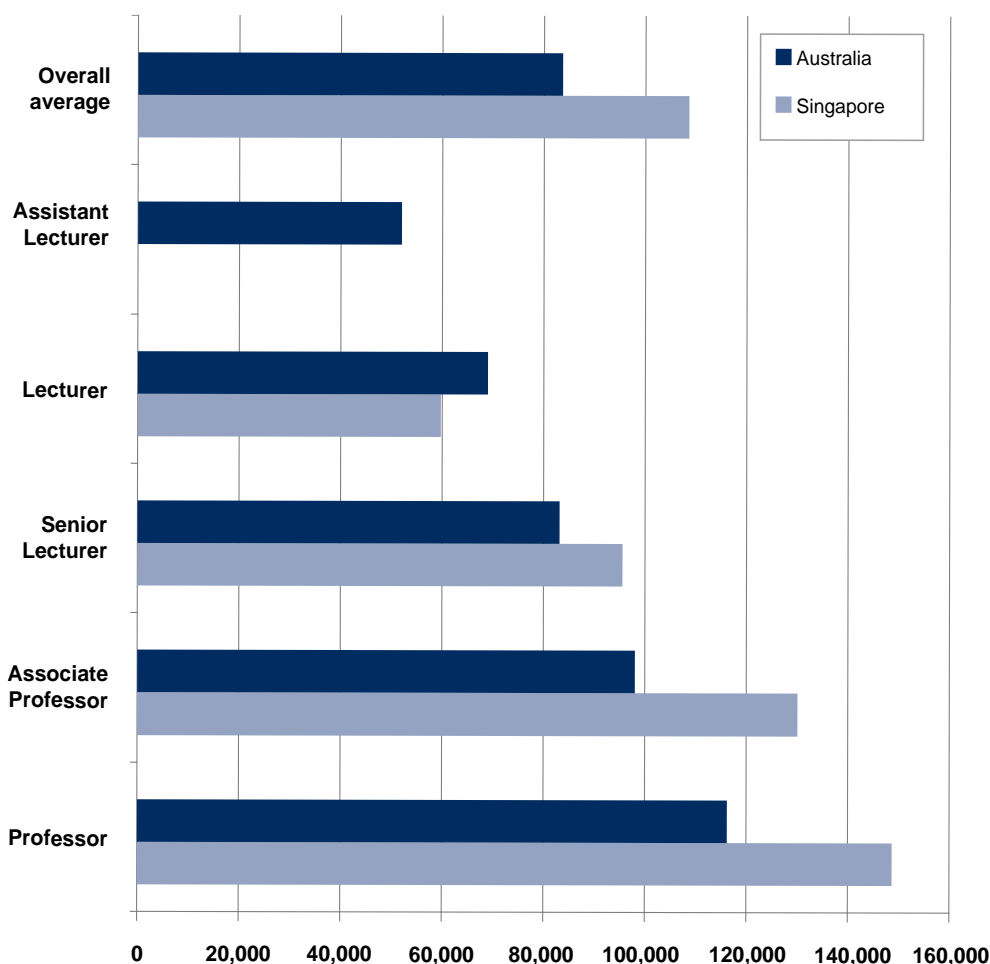
Australia

GDP per capita 2009 (PPP USD)¹¹⁵ 40,000
 Average academic salary 2009-2010 (PPP USD)¹¹⁶ 78,888

Rankings

A significant change since the last survey is that Singapore now has the highest overall average salaries, whereas Australia consistently had the highest comparative salary of all countries examined since 2003-2004 (when purchasing power is factored into the currency conversion). Using the BMI, overall midpoint salaries in Australia (PPP USD 83,670) are 22% lower than in Singapore (PPP USD 108,518), with the gap falling to 3.4% when considering the market exchange rate (Australia USD 86,504 and Singapore USD 89,507). However, it should be noted that Singapore has not participated in the salary survey since the beginning of the 2000s, when it was also ahead of other countries; as a result, Singapore has been excluded from the ranking (see Table 6 above).

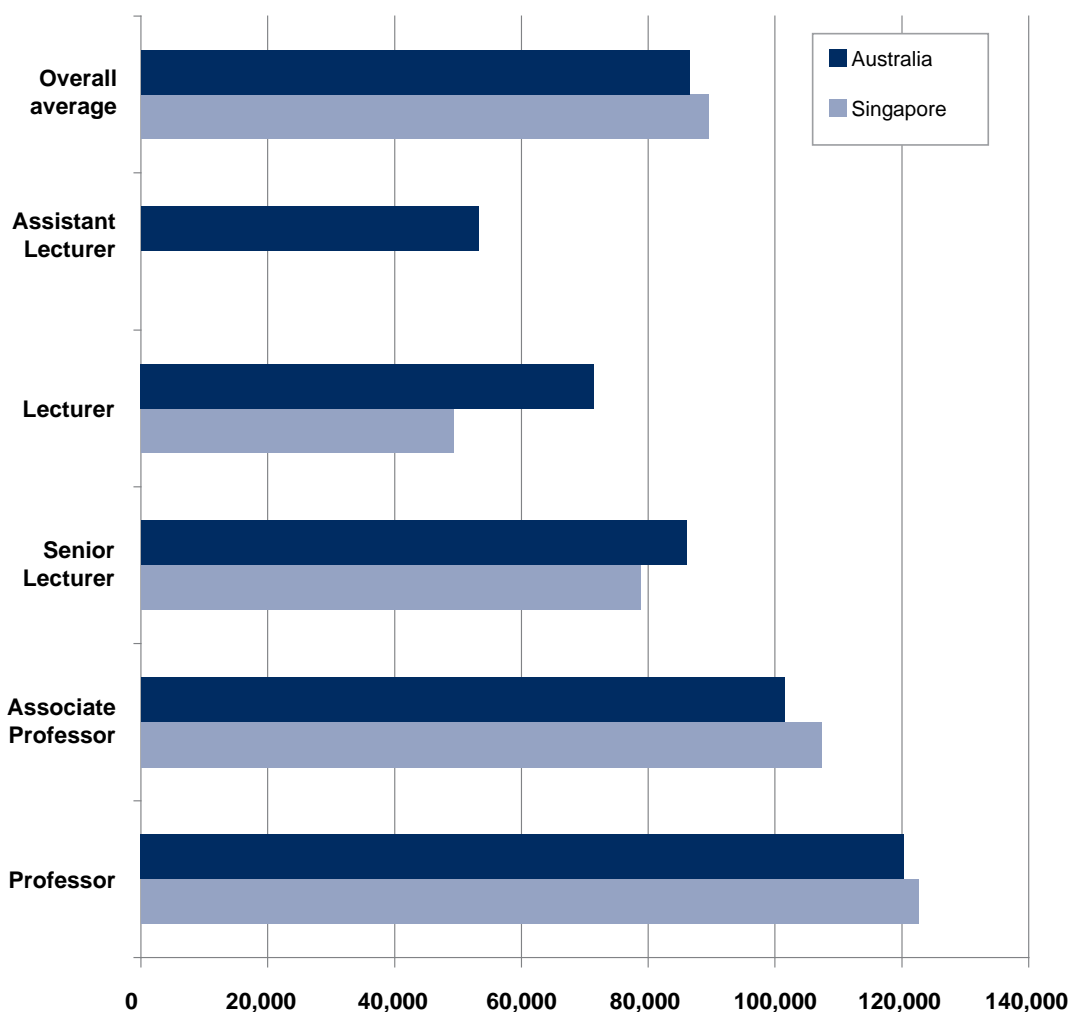
Figure 2: Average salary scale midpoints in Australia and Singapore 2009/2010 using BMI 2010 (PPP USD)



¹¹⁵ GDP per capita data for this and subsequent countries in this section is taken from CIA, *The World Factbook 2010*

¹¹⁶ For this and subsequent countries in this section, this figure is based on a weighted institution average.

Figure 3: Average salary scale midpoints in Australia and Singapore 2009/2010 using market exchange rate (USD)¹¹⁷



These findings are significant in light of recent worries in Australia over international recruitment of academic staff. In May 2010, the government announced changes to the Highly Skilled Migration Program, excluding university teachers and researchers from the list of approved occupations and professions. A review of the points system for migrants, in which it is uncertain how many points international students will earn, if any, was also announced. These announcements have been endorsed in principle by Universities Australia, which encourages the migration of highly skilled people to Australia, but it has also been critical of the decision to omit academics from the approved occupations list, claiming that this will reduce universities' ability to attract and retain enough staff.¹¹⁸ Universities Australia has also pointed out that government funding has not increased for teaching and learning, but has instead focused on research and infrastructure.¹¹⁹ The long-term effects of these changes are still uncertain, and have led to debate about Australia's attractiveness as a provider of HE for international students. Statistics on international student enrolments from Australian Education International (AEI)¹²⁰ in March 2010 showed an increase of almost 13% in enrolments in the first three months of the year, compared to the same period in 2009, and an increase of 12% in commencements (though since then there have been signs of decreases, particularly from some Asian countries).¹²¹ Banks and universities have warned, independently, that these figures are misleading, as the effects of changes are yet to be seen. Banks, for example, have reported a decrease in student visa applications, and 15 of Australia's largest universities have noticed a slowing down in international enrolments in the first

¹¹⁷ Market exchange rate as at 21 July 2010

¹¹⁸ Universities Australia, 'Migration reforms will help support national development', press release, 8 February 2010

¹¹⁹ Universities Australia, Universities Australia Submission to Skills Australia on the Draft Specialised Occupations List (SOL) (2010)

¹²⁰ Australian Education International (AEI) is the international arm of the Australian Department of Education, Employment and Workplace Relations (DEEWR). AEI leads strategic policy, regulation and government-to-government engagement in the international education sector.

¹²¹ AEI, Monthly Summary of International Student Enrolments Data – Australia – YTD March 2010 (2010) http://www.aei.gov.au/AEI/Statistics/StudentEnrolmentAndVisaStatistics/2010/2010Mar_MonthlySummary_pdf.pdf

semester of 2010. Similarly, representatives from the Australian Council for Private Education and Training have claimed that the uncertain policy environment has already led to international students choosing to study in other countries, such as Canada, the UK, and the US. A drop in intake could affect university budgets, as they stand to lose tuition fees – a key source of revenue, sometimes accounting for more than 15%, which in turn could negatively impact on academic salaries.¹²²

Nevertheless, commentators, including Universities Australia, have noted that academics have previously been recruited using an employer nomination scheme, through which universities sponsor academic staff and guarantee work visas, and that universities would continue to recruit academic staff in this way in the future. The employer nomination scheme has the benefits of being fast and uncapped, and providing certainty of employment.¹²³

These debates highlight underlying attraction and retention issues in the academic sector in Australia. A report from the Educational Policy Institute (EPI), using data from the Australian government as well as the major Changing Academic Profession study, examined the attractiveness of the Australian academic profession. It found that, while Australian academics rank relatively high in terms of salaries, they score lower than their international colleagues on a range of factors, including overall job satisfaction, workload, and propensity for job change. For example, around a third of academics (30.9%) report taking action to work outside the country (second only to Italy out of the 20 countries covered) and, on average, Australian academics are among those who devote the most hours per week to work, compared to international colleagues. In addition, the HE sector is faced with a shortage of staff, as indicated by increasing staff-to-student ratios, an ageing workforce, and low levels of staff replenishment. A recent report from the LH Martin Institute has also emphasised the continuing problem of workforce renewal and the need for a reconceptualisation of academic work to overcome demographic challenges.¹²⁴ These findings, coupled with the recent immigration policy changes, pose some serious challenges for the Australian HE sector. The EPI report suggests that more resources are needed to create more positions (rather than simply increasing salaries), as well as systemic and institutional changes to make the academic profession more attractive, including streamlining reporting requirements, in order to reduce administrative workload, and increasing support for postgraduate degrees and junior staff.¹²⁵

As Singapore has been excluded from the ranking, Australia continues to have a higher comparative salary than the other countries in the survey. However, the gaps between Australia and the other countries have narrowed substantially compared to previous years. According to the BMI, Australia is marginally ahead of the new second-placed country in the ranking, South Africa, by 6.4%. However, if the market exchange rate is used, Australia has a 68% higher overall average salary than South Africa, indicating the relative weakness of the South African rand. Using the BMI, Australia is still ahead of both Canada, by 9.2%, and the UK, by 9.6%, which again are smaller margins than in 2006–2007 (26% and 27% respectively). When the market exchange rate is used, the UK climbs to third in the ranking, although the margin between it and the Australian average salary increases. This represents a change from the last survey, when the UK overtook Australia by 15% when market exchange rates were used. This points to a weakening of the British pound, which is currently undervalued by 7% (compared to the US dollar), while purchasing power has remained relatively stable. Comparing Australia to Canada, the gap reduces when the market exchange rate is considered (4.75%) and, consistent with previous surveys, this places Canada second in the ranking according to the market exchange rate.

There has also been a significant reduction in the gap between Australia and neighbouring New Zealand's overall average salaries. Australia still has 21.5% higher average salaries than New Zealand, using the BMI, widening to 30% using the market exchange rate, compared to last year's survey when Australia was ahead by 40% (BMI). This can be linked to a lower increase in average salaries in Australia – 3% since 2006–2007 – whereas New Zealand saw a 23% increase in overall average salaries, coinciding with an improvement in purchasing power.

Weighted averages and staff distribution

The overall midpoint average salary for Australia is slightly higher than the overall weighted average (see Figure 1 above).¹²⁶ However, actual average salary levels for individual academic ranks at all Australian institutions are higher than midpoint average salaries at all academic ranks, with the difference more noticeable at the Associate Professor level than at the lower academic ranks. Distribution across academic ranks sees a high concentration of Lecturers (35% of the workforce), while Professors make up close to 13% (see Figure 10). At the same time, Lecturers receive around 57% lower salaries than Professors, using either midpoint or actual salaries.

¹²² John Ross, 'International HE enrolments buoyant – so far', *Campus Review*, 3 May 2010; John Ross, 'New migration list doesn't resolve uncertainty', *Campus Review*, 24 May 2010; Andrew Trounson, 'Overseas student numbers plummet', *The Australian*, 28 May 2010

¹²³ John Ross, 'Where will they come from? Academics left off the list', *Campus Review*, 24 May 2010

¹²⁴ Hamish Coates and Leo Goedegebuure, *The Real Academic Revolution* (2010)

¹²⁵ Hamish Coates and others, *The Attractiveness of the Australian Academic Profession: A Comparative Analysis* (2009)

¹²⁶ The weighted Australian institution average (country average) is derived from data on actual average incomes at each level as well as the number of staff at each level, as supplied by eight universities: Edith Cowan University, La Trobe University, Swinburne University of Technology, University College London (Australia), University of New England, University of Southern Queensland, University of Sydney, and University of Wollongong

GDP per capita comparison

Similar to the surveys in 2004-2005 and 2006-2007, the overall midpoint average salary for Australia (including the bottom of the professorial scale) continues to fare well compared to Australian GDP per capita. The overall average salary is more than double the GDP per capita and, also similar to the last survey, academic salaries are higher even at the lower end of the academic hierarchy: the bottom of the Assistant Lecturer scale is 10% higher than the GDP per capita. When comparing the slightly lower overall weighted average salary for academics (see above), academic staff in Australia still come out on top, averaging around double the GDP per capita.

Legal salaries in Australia

When compared to limited survey data on lawyers' salaries in Australia, academics do not fare very well. According to a survey of average lawyers' income carried out by a legal recruitment agency (see Appendix 6), salaries in 2010 range between AUD 73,750 and AUD 190,000 (PPP USD 63,034-162,393) in the first six years of practice in a large private firm. The survey shows that, after six years, the average lawyer makes around 65% more than the midpoint average for Associate Professors. However, when comparing overall averages for both scales, the lawyers' average is 18-25% higher than that of academics (depending on whether midpoints or actual averages are compared), indicating that the differentials become more pronounced at the upper end of the scale and that pay progression is much faster for lawyers.

Canada

GDP per capita 2009 (PPP USD)	38,200
Average academic salary 2009-2010 (PPP USD)	109,156

Rankings

Canada ranks third after Australia and South Africa; it is behind Australia by 8.45% and only 2.6% behind South Africa, when purchasing power has been factored into the equation. While the gap in the overall midpoint average salary between Canada and Australia has narrowed considerably since the 2006-2007 survey (26%), Canada has been overtaken by South Africa this time when using the BMI. However, consistent with previous years, using the market exchange rate places Canada second in the ranking, 4.75% behind Australia. Also consistent with the 2006-2007 survey, Canada is ahead of the UK by a very small margin using the BMI but, contrary to earlier surveys, the UK does not come out above Australia and Canada when the market exchange rate is used in the conversion.

Canadian academic categories are slightly different from those of other countries in the survey. In particular, scales for the Canadian levels tend to be much broader than in, for example, Australia. At the bottom end of the professorial scale, for example, Australian salaries are 48% higher than Canadian ones. This falls to 41% and 16% respectively when comparing the bottom of scales for Associate Professor and Assistant Professor/Lecturer B. Generally, the upper ends of Canadian scales are similar to those of Australian scales, but the bottom ends are much lower than the Australian equivalent. The bottom of the professorial scale in Canada is low compared to other countries in the survey, and is higher than Malaysia only. It should be noted that data for the top end of the Lecturer level was unavailable. As Canadian salary ranges have a tendency to be broader than other countries in the survey, the top end of the Lecturer level may be much higher than actually reported in this survey.

Weighted averages and staff distribution

Contrary to other participating countries, actual average salaries in the responding Canadian institutions appear to be much higher than midpoint average salaries at all academic ranks, giving an overall weighted average salary that is 42.5% higher than the overall midpoint salary. The actual average salaries supplied by Canadian institutions are more in line with the average salaries for academic staff reported by CAUT, and would put Canada at the top of the ranking.¹²⁷ For Associate Professors, the actual average is 21% higher than the midpoint salary at this level. It should, however, be noted that none of the responding Canadian institutions participated in the last survey. 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. For example, this year's survey included a slightly higher proportion of responses from Ontario and British Columbia, where salaries are likely to be higher because of these provinces' comparative economic strength and relatively strong and competitive higher education sectors.

¹²⁷ CAUT, *CAUT Almanac of Post-Secondary Education 2010-2011* (2010), p. 7; Statistics Canada, *Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities 2007/2008: Final Report* (2010)

Also differing from the other countries in the survey (such as the UK and Australia), a majority of staff in Canada hold either Professor (35.5%) or Associate Professor (31%) posts. In the UK, for example, the majority of staff are in Senior Lecturer posts. The high concentration of staff at higher academic ranks in Canada may be related to the absence of the Senior Lecturer rank (which is encompassed in the Associate Professor rank). However, CAUT has highlighted an increased use of contract staff – a change that appears even more marked in HE sectors which follow tenure-track systems, such as Canada and the US – for whom salaries are much lower than for academics in tenure posts. A recent report from the Canadian Association of Postdoctoral Scholars also points out the high number of postdoctoral fellows in Canada, where the majority earn less than CAD 45,000, and 35% earn between CAD 35,000 and CAD 40,000.¹²⁸

GDP per capita comparison

Overall salary midpoints in Canada compare favourably to GDP per capita, at PPP USD 76,594 for universities compared to PPP USD 38,200 GDP per capita. However, if the actual weighted average is considered, salaries for Canadian academic staff are 86% higher than GDP per capita.

Legal salaries in Canada

If midpoint salaries for academics are compared to salaries in the private sector, the former are substantially lower than the average salary for a lawyer. However, the actual weighted average is 16% higher than the average lawyer's salary. However, these comparisons should be treated with caution, as the legal and academic professions cannot be compared like for like. In addition, the survey of legal salaries in Canada shows salaries to vary by province; salaries for lawyers in Toronto with seven years' experience are more than double than the overall bottom scale for Professors, while salary differentials for lawyers at the top end in Montreal are less pronounced (although still 43% higher). Finally, actual weighted salaries should be treated with caution, as only a low number of institutions provided this information (see Appendix 1).

Malaysia

GDP per capita 2009 (PPP USD)	14,900
Average academic salary 2009-2010 (PPP USD)	3,069 ¹²⁹

Rankings

Malaysia continues to rank last out of the countries in the survey by a substantial margin, regardless of which conversion factor is used. Since the 2004-2005 survey, overall salaries (including at the professorial level) have only increased marginally (0.92%), and have decreased at the top of the scale for all academic ranks except Professor. However, at the bottom of the scale for Lecturer, Senior Lecturer, and Associate Professor, salaries have gone up by 4.6%, 7.7% and 7% respectively. Although data on Malaysia over the past 10 years is incomplete, it appears that the value of salaries has decreased significantly (around 15% annually since 2004). This may be linked to the funding difficulties that public universities have experienced over the past 10-15 years.

As noted above, it is generally acknowledged that salaries at public universities in Malaysia are relatively uncompetitive (domestically as well as internationally), but that academic staff enjoy many fringe benefits, including allowances and medical care subsidies. Conditions in the responding Malaysian institutions correspond closely to these assertions, as they provide low base salaries, but offer financial supplements (set amounts according to academic rank) and other benefits such as medical schemes for staff and their families, vehicle loans, and various travel allowances.

As basic salaries and allowances at public universities are under the jurisdiction of the Public Services Department of Malaysia, where salaries are set over three levels, there is little room for negotiating academic staff salary levels. The institutions in the survey appear to be in line with each other, as both base salaries and allowances are almost identical (see

¹²⁸ Canadian Association of Postdoctoral Scholars, *A postdoctoral crisis in Canada: From the 'Ivory Tower' to the Academic 'Parking Lot'* (2010); Penni Stewart, 'Nothing Casual about Academic Work', in *CAUT Bulletin*, 57:5 (2010)

¹²⁹ This average is based on the responses to this survey and is not intended to reflect the actual average salary in Malaysia.

Appendix 1). Brain drain to the private sector and foreign universities has been cited as a major problem for Malaysian public universities, and reasons include uncompetitive compensation and remuneration packages. The government has taken a number of measures to address these problems, such as establishing contracts to appoint renowned academics in certain disciplines, offering additional benefits on top of normal salaries, and introducing a civil service training policy that focuses on the acquisition of knowledge and skills development. To achieve this, the government now requires universities to spend the equivalent of 1% of their budget on training, and has allocated 20% of the total governmental budget to education and human resource in the Ninth Malaysia Plan (2006-2010).¹³⁰ Both responding institutions offer Critical Service Incentive Allowances in key discipline areas such as medicine, engineering, law, and architecture.

GDP per capita comparison

Malaysia is the only country in the survey where the overall midpoint salary is substantially lower (80%) than GDP per capita. Even the average professorial salary is well below GDP per capita (almost 70%). It should be noted that the weighted institution average compares more favourably to GDP per capita, although it is still lower. It should also be noted that, while base salaries are low compared to GDP per capita, both responding institutions noted substantial set financial allowances at each academic rank, which bring them much closer to GDP per capita. Staff in Malaysian universities are fairly evenly distributed across the academic ranks, with the majority holding Associate Professor posts.

It is difficult to draw definite conclusions from the data in this instance as the sample (two responding institutions) is not representative.

New Zealand

GDP per capita 2009 (PPP USD)	27,400
Average academic salary 2009-2010 (PPP USD)	66,969

Rankings

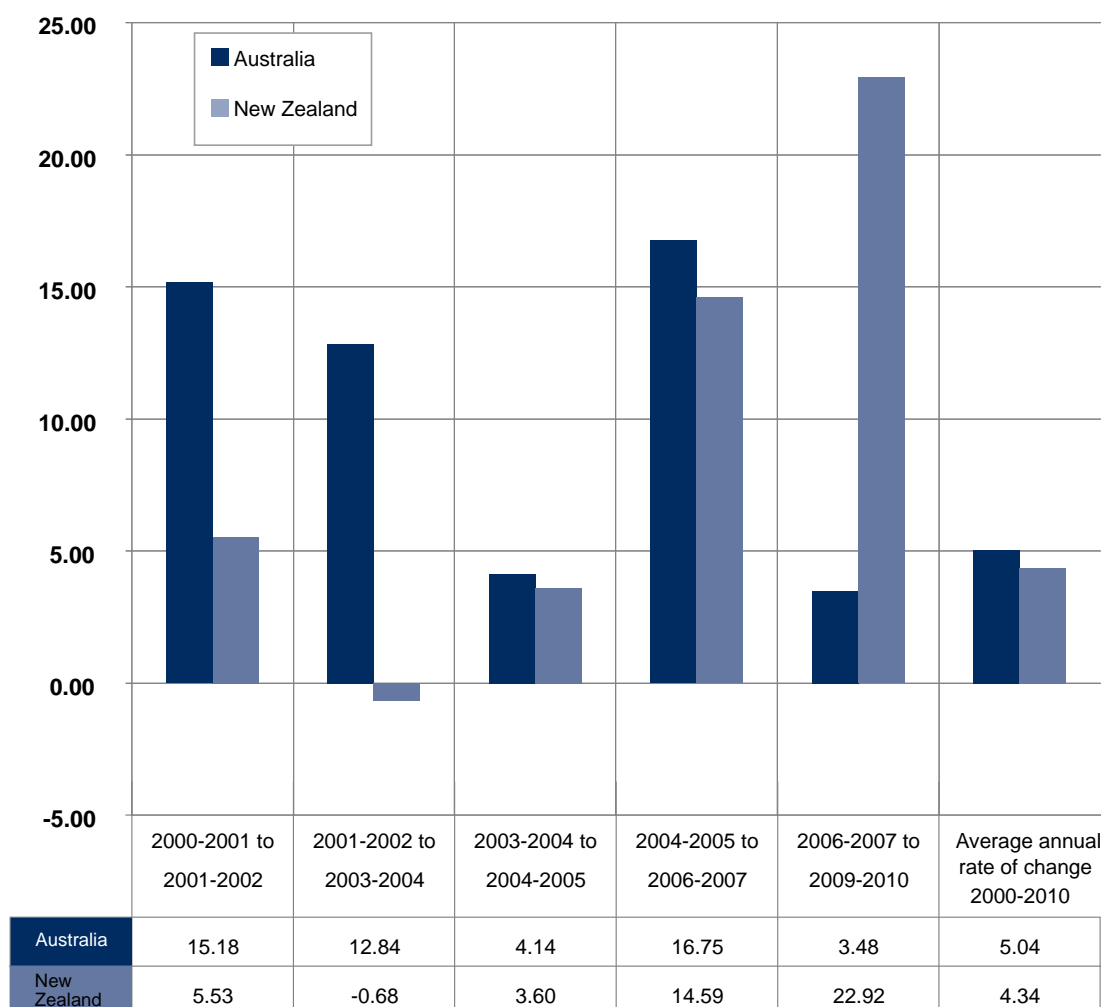
New Zealand ranks fifth, ahead only of Malaysia. However, overall average salaries are much closer to the higher-ranked UK and Canada, with an overall gap of 10.3% and 10.6% respectively, than to the much lower overall midpoint average salaries in Malaysia. Interestingly, at the bottom of the professorial scale, New Zealand ranks higher than Canada but, as noted above, Canada tends to have much broader scales and the top end of the professorial scale is not reflected in this survey. Despite ranking low internationally, the difference in salary scales between New Zealand and other countries has reduced since previous surveys, which may be related to increased international competition for academic staff, as well as an increased focus on academic salaries in New Zealand in recent years.

As mentioned above, the gap with Australia has narrowed considerably since the previous survey. In 2006-2007, overall midpoint average salaries in Australia were 40% higher than in New Zealand; this year, average salaries are only 21.5% higher. In New Zealand, salaries increased by an average of 23% in 2009-2010, compared to 3% in Australia, continuing New Zealand's upward trend in salary increases (15% in 2006-2007). These are much bigger increases than those observed between 2001-2002 and 2004-2005 (see Figure 4 below). This is significant due to longstanding serious concerns about brain drain from New Zealand to Australia, as there is a high degree of academic staff mobility between the two countries. However, staff associations in New Zealand have argued that academic salaries fell in real terms during the 1990s, and that the recent increases can in part be seen as 'catch-up', although they still leave academic salaries lagging behind those of other professions in New Zealand and other countries.¹³¹

¹³⁰ Kamaruddin and Lim, p. 56-57

¹³¹ New Zealand Ministry of Education, *OECD Thematic Review Of Tertiary Education*, p. 101

Figure 4: Average salary changes in New Zealand and Australia since 2000 (%)



Weighted averages and staff distribution

The overall midpoint average for New Zealand appears to be slightly higher than the overall weighted country average.¹³² However, at the lower academic ranks (Lecturer and Assistant Lecturer), actual average salaries appear to be slightly higher than the midpoint averages at those ranks. While Lecturers make up just over a quarter of the academic workforce and Assistant Lecturers make up only 2%, the majority of the workforce is made up of Senior Lecturers (50%). Compared to other countries in the survey, New Zealand has the lowest proportion of professors at 10.5%, while other countries (such as the UK and South Africa) have around 18-20%.

GDP per capita comparison

Despite a relatively low international ranking, average academic salary midpoints in New Zealand are significantly higher than GDP per capita, similar to other countries in the survey (such as Australia and Canada). If actual weighted average salaries are compared to GDP per capita, the difference is less pronounced, but average salaries are still well ahead of GDP per capita. Even at the lowest end of the Assistant Lecturer level, midpoint salaries are almost 43% higher than GDP per capita.

¹³² It should be noted that most of the data in the New Zealand sample has been collated from public sources (i.e. not directly from responses). As such, the data does not include staff numbers or actual salary levels at each rank. Therefore, the weighted institution (country) average is based on the two responding institutions who did supply this data: Auckland University of Technology and Massey University.

Singapore

GDP per capita 2009 (PPP USD)	50,300
Average academic salary 2009-2010 (PPP USD)	126,917 ¹³³

Rankings

As noted in the section on Australia above, Singapore would, if included, rank the highest out of all the countries participating in the survey by a substantial margin – it has 30% higher overall salaries (PPP USD 108,518) than Australia (PPP USD 83,670), using the BMI conversion factor (see Figures 2 and 3). However, as Singapore has not participated in previous surveys, it has been excluded from the 10-year ranking. Data from the 2000-2001 and 2001-2002 surveys also show salary levels in Singapore to be higher than in other participating countries. For example, in the 2001-2002 survey, the bottom of the professorial level was PPP USD 45,768 higher than in Australia (compared with PPP USD 32,479 in this year's survey).¹³⁴

A flexi-wage system linking wages, economic growth, and productivity gains was introduced in 1988, and further developed in 2000, when a new performance-based pay structure was introduced, aiming to attract more 'global talent' with a competitive pay system.¹³⁵ Salary scales were also replaced with ranges, and automatic annual increments removed.¹³⁶ There was also a recommendation to increase basic pay for Associate Professors by 20%; however, the sample in this survey is too small to verify if such increases have been made.

As a new appraisal system for determining non-automatic annual increments, promotion, and tenure granting was introduced, autonomy for institutions was increased, including internal devolution through granting authority over financial resources to deans and faculties, giving deans some say in staff remuneration.¹³⁷ Staff at the three public universities – National University of Singapore (NUS), Nanyang Technological University (NTU), and Singapore Management University (SMU) – remained part of the civil service until 2006, when changes were made to the governance models to make institutions more autonomous.¹³⁸

In addition, staff are allowed to undertake external consultations and are entitled to keep their consultancy fees. These changes can have a large impact in terms of pay gaps between 'top performers' and 'low-middle performers', which has worried academics in the latter category.¹³⁹ These changes also led Lun Chor Yee, Director of Personnel at NTU to question the comparability of academic wages across countries based on pay scales alone.¹⁴⁰ In our sample, it appears that senior academic staff are encouraged to undertake consultancy work, and that any agreement between an academic and an external body is personal. In addition, the university may keep 10-20% of consultancy fees, if the university's resources have been used.¹⁴¹

Weighted averages and staff distribution

In Singapore, the overall weighted average salary is above the overall midpoint average salary by 17%, driven principally by high salaries for Professors. When looking at individual academic ranks, Senior Lecturers and Lecturers earn less than the midpoint salary. It is also worth noting that Professors and Associate Professors account for more than half of the academic workforce.

GDP per capita comparison

Similar to most countries in the survey (except South Africa and Malaysia), the overall midpoint salary in Singapore is more than double the GDP per capita, which is also almost 60% lower than the weighted institution average.

¹³³ This average is based on the response to this survey and is not intended to reflect the actual average salary in Singapore.

¹³⁴ Jennifer Maxwell and Derek Murphy, *Academic Staff Salaries and Benefits in Seven Commonwealth Countries 2001-2002* (2003)

¹³⁵ Lee, p. 141

¹³⁶ Singapore Ministry of Education, 'Government Accepts Recommendations on University Governance and Funding', press release, 3 July 2000

¹³⁷ Lee, p. 141

¹³⁸ NUS and NTU became not-for-profit companies limited by guarantee in 2006, while SMU was set up as a company limited by guarantee in 2000. Companies limited by guarantee are entities that do not have a share capital, and are usually incorporated so that the company can acquire a corporate status but still have non-profitmaking functions – any profits are put towards the universities' activities.

¹³⁹ Lee, p. 150-151

¹⁴⁰ Lun Chor Yee, 'Singapore bonuses', *Times Higher Education*, 25 July 1997

¹⁴¹ National University of Singapore (NUS) Industry Liaison Office, 'Research Collaborations and Commercialisation', presentation at the ILO Roadshow, National University of Singapore, 30 September 2010; National University of Singapore (NUS), *Policies relating to Inventions, Innovation and Other Works* (2008)

South Africa

GDP per capita 2009 (PPP USD)	10,300
Average academic salary 2009-2010 (PPP USD)	71,648

Rankings

South Africa has moved up to second place in the ranking, using the BMI 2010, with the overall average salary being 6% lower than in Australia. This is a significant change from the last survey, when the BMI placed South Africa at the bottom of the ranking. A striking feature of the South African data is the large increase in salaries reported by the responding institutions. Similar to the 2006-2007 survey, South Africa experienced the largest increase in salary scales of all countries in this survey, at an average of 51% (see Figure 9 below). However, a substantially lower rate of change (42%) is recorded when the Assistant Lecturer post is not included in the overall averages of the 2006-2007 and 2009-2010 survey results. As only one university indicated that they had Assistant Lecturer posts in 2006-2007, and none did in the current survey, this may be a more accurate indication of the salary growth rate.

Contrary to the last survey, the BMI conversion rate does not differ greatly from the WDI PPP. However, the WDI PPP conversion factor, which is based on a larger basket of goods than the BMI, actually places South Africa at the same level as Australia, while the BMI ranks it below Australia. It has, however, been decided to keep the BMI conversion, because it represents the most current calculation of purchasing power. Furthermore, the large increase in salaries in South Africa should be considered carefully, as it may be linked to a number of factors. In recent years, South Africa has experienced high levels of inflation: 9.1%, according to the latest World Bank data (2008). Difficulties in measuring the inflation rate and anecdotal information also suggest that actual inflation may be much higher than the official figure, pushing salaries up, but potentially without any increase in real terms. It should also be noted that South African institutions offer significantly different levels of pay due to their high level of autonomy, and that the sample in this survey represents institutions which have been relatively historically advantaged. The sample is also smaller than in previous years, which may contribute a skewing of the figures.

There have, however, been attempts in South Africa to reduce pay differentials within and between institutions. In 2009, the government released policy guidelines which capped pay for senior managers in HEIs at 6% of an institution's total staff costs. The guidelines follow a Higher Education South Africa (HESA) report on salaries in the sector, which showed that most institutions were not following good remuneration practice. The Minister of Education at the time highlighted that remuneration practices in HEIs had led to a high variation in salaries across institutions, leaving poorer universities without staff.

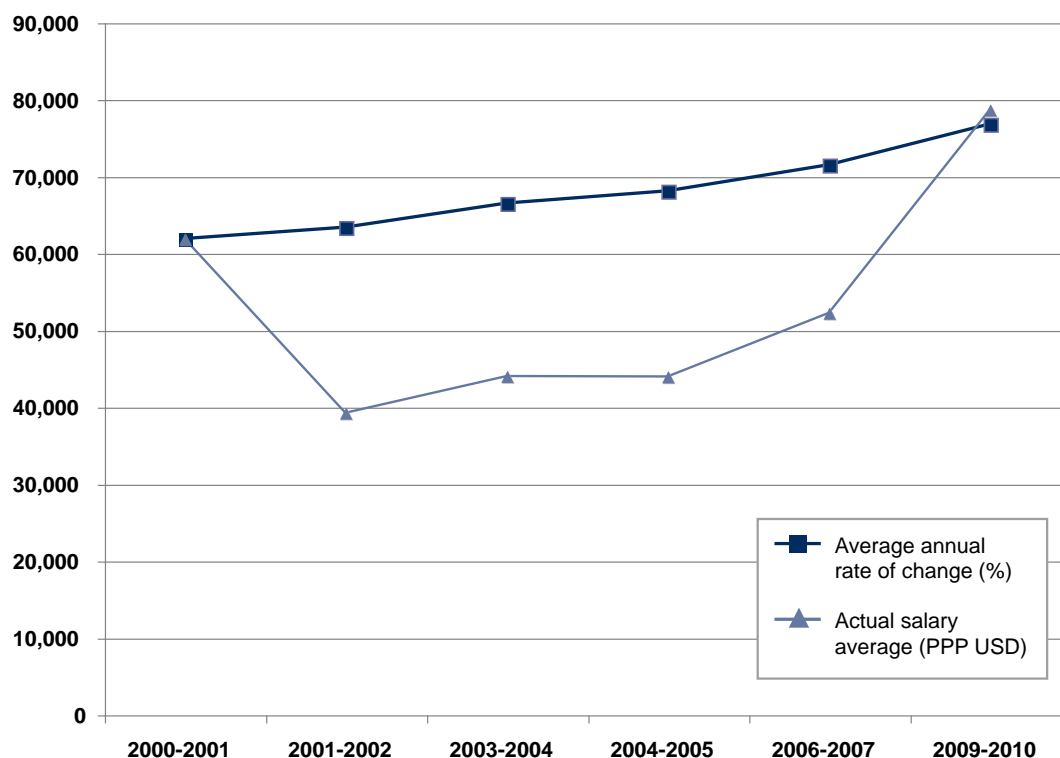
The government's guidelines also advised institutions to pay their senior managers according to the 'complexity' of the institution relative to other institutions, rather than a flat rate which does not consider the institution's operational costs or the financial viability of senior management salaries. HEIs were also provided with guidelines on wage differentials, aiming to reduce differences between and within scales and to limit monetary compensation on top of normal salaries, as well as reducing differences between senior management and academic salaries. These guidelines demand that the percentage difference between salary scales does not exceed 20%, and that any performance-based reward does not exceed 15% of the person's annual package. The recommendations were welcomed by trade unions, who said it was a 'step in the right direction'.¹⁴² However, they also expressed concern about the 'corporatisation' of HE, which they claim has led to administrators chasing non-government funding rather than producing well-educated students, and a wish for all HE salaries to be regulated by government guidelines.¹⁴³

South Africa has experienced large fluctuations in salaries from survey to survey. For example, between 2000-2001 and 2001-2002, a decrease of 37% was reported, while no change at all was recorded between 2003-2004 and 2004-2005. However, Figure 5 shows that, if the annual rate of change is considered, salaries have in fact increased more evenly over time, at an average rate of 2.43% per year.

¹⁴² Sue Blaine, 'Cap all higher education pay, say unions', *BusinessDay*, 12 June 2009; South African Ministry of Education, *Policy Framework for the Remuneration of Senior Managers in Public Higher Education Institutions (2009)*

¹⁴³ Blaine

Figure 5: Overall average salaries in South Africa since 2000¹⁴⁴



Weighted averages and staff distribution

While the overall weighted average salary for South Africa appears to be lower than the overall midpoint average salary, actual average salaries are higher than midpoint averages for Associate Professors and Senior Lecturers, while actual average salaries are lower than the midpoint average for Lecturers.¹⁴⁵ Similar to the other countries in the survey, Professors make up around 20% of the workforce, while the majority of staff hold Senior Lecturer (around 25%) or Lecturer (almost 40%) posts. Results from our sample show that there is a large differentiation in salaries between the top and bottom end of the academic ranks, with the average Professor earning 88% more than the average Lecturer (based on actual average salary levels). Professors have also noted a higher rate of change (57%) compared to Lecturers (37%) over the period 2006-2007 to 2009-2010. The differentiation at lower ranks is also pronounced, where the average Senior Lecturer salary is more than double the average Lecturer salary (based on actual average salary levels). These findings may indicate that the historically advantaged universities participating in this survey are attempting to compete internationally at the top end of the academic scale, while trailing behind overall average salaries at the bottom end.

GDP per capita comparison

The difference between the South African GDP per capita and overall midpoint salaries for academics is striking – the average academic earns more than seven times the GDP per capita. However, as mentioned above, salaries vary greatly between institutions and the survey responses represent large and relatively well-resourced universities. While academic salaries are generally higher than GDP per capita, the actual percentage difference could have altered if more institutions had been included. Nevertheless, the difference between academic salaries and GDP per capita is much higher than in other participating countries. At the same time, GDP per capita has decreased from PPP USD 13,000 in the 2006-2007 survey to PPP USD 10,300 in 2009-2010. This indicates high levels of income differentiation within South Africa, with many people living well below GDP per capita. It also demonstrates that, while academic salaries are less competitive internationally on the whole – overall average salaries are 40% lower than Australia using the market exchange rate – they are high domestically.

¹⁴⁴ Includes the professorial scale

¹⁴⁵ The weighted South African institution average (country average) is derived from data on actual average incomes at each level as well as the number of staff at each level, as supplied by two universities: Nelson Mandela Metropolitan University and Stellenbosch University.

United Kingdom

GDP per capita 2009 (PPP USD)	34,800
Average academic salary 2009-2010 (PPP USD)	86,013

Rankings

Consistent with previous surveys, the UK is ranked between Canada and New Zealand. However, it is ranked fourth in this survey (as opposed to third), as South Africa has climbed up in the ranking. The gap between the UK and top-ranking Australia has narrowed; Australia now has 9.6% higher overall salaries than the UK, compared to 27% in the 2006-2007 survey. The gap between the UK and Canada has remained very small and, similar to the most recent survey, is under 0.4%. As noted in the section on Canada above, this change can be accounted for, in part, by different responding institutions in each survey, which can influence salary levels upwards or downwards. The relatively small differences in overall average salaries in the top ranking countries point to a convergence of academic salaries internationally, which in turn may be linked to an increasingly competitive international market for academic staff. A significant difference from previous surveys is that, this time, the UK remains in the same position in the ranking regardless of whether the BMI or the market exchange rate is used. In the previous survey, the UK had the highest overall salaries of all participating countries by a large margin (15%) using the market exchange rate. This year, the overall average salary in the UK was lower using the market exchange rate compared to the BMI conversion factor, which puts overall average salaries in the UK 18% below Australia and 14% below Canada.

As UK academic salaries are based on a nationally negotiated framework, there is a high level of uniformity in salaries across institutions, when compared with other countries (see Appendix 1). Yet, under the new system, institutions can use their discretion when placing academic posts on the pay spine, which provides the flexibility to differentiate wages from those offered by other institutions, within terms agreed with staff.

However, efficiency savings at UK universities, including the threat of redundancies, have sparked rows over academic freedom and job security. At the same time, several universities have noted an increase in the number of staff earning more than GBP 100,000, including the London School of Economics and Political Science, University of Cambridge, and King's College London.¹⁴⁶ A spokesman for King's College London said that its salaries are 'internationally competitive' and necessary to attract and retain the best staff, indicating that there could be a differentiation at the top end of salary scales in the UK.¹⁴⁷ Since our sample does not include the top level of professorial salaries, this cannot be confirmed. However, actual average salaries, which are substantially higher than the bottom of the professorial scale, show that most are well over PPP USD 100,000 (GBP 61,350).

The threat of redundancies could also affect the climate in which pay is negotiated and also have implications for security of tenure and academic freedom in employment agreements, with the possible outcome that academics may look elsewhere – namely overseas – for better terms of employment.¹⁴⁸ However, results from a survey conducted in 2007 just before the recession, as part of the international Changing Academic Profession project, found that, overall, more academics were coming to the UK than leaving, especially at junior level, although there has been some outflow at more senior levels. In addition, in 2006-2007, UCEA reported a general turnover rate among academic staff in the UK of 6%, which is very low compared to an overall UK turnover rate of 20.4% and a public sector average of 13.5%. A separate survey by UCEA in 2008 also found that more HEIs had a problem with low turnover rates (17.7%) than high turnover rates (1.8%).¹⁴⁹

Weighted averages and staff distribution

The weighted institution average is higher than the overall midpoint salary in the UK, and would place the UK second in the ranking after Canada, overtaking Australia in third place.¹⁵⁰ However, actual salaries are only slightly higher than midpoint averages at each academic rank, with Reader posts showing the biggest difference, at around 2%. Senior Lecturers and Lecturers make up the majority of the workforce (60%), and salary dispersion across academic ranks is fairly even, except for a jump in salary level from Reader to Professor, which is more than double the difference between the lower academic ranks (based on actual average salary levels).

¹⁴⁶ John Morgan, 'Draconian measure: King's to cut 205 jobs', *Times Higher Education*, 4 February 2010

¹⁴⁷ Melanie Newman, 'Rich list lengthens; national pay deal "reason" for rise in six-figure incomes', *Times Higher Education*, 18 February 2010

¹⁴⁸ Louise Tickle and Owen Bowcott, 'University cuts start to bite', *The Guardian*, 23 March 2010

¹⁴⁹ UCEA, *Recruitment and Retention of Staff in Higher Education* (2008), p. 8

¹⁵⁰ The weighted UK institution average (country average) is derived from data on actual average incomes at each level as well as the number of staff at each level, as supplied by eight universities: Cardiff University, Kingston University, Queen Mary, University of London, Queen's University, Belfast, University College London, University of Bath, University of Birmingham, and University of Stirling.

GDP per capita comparison

As in other participating countries, the overall midpoint salary in the UK is more than double the GDP per capita. Even the bottom of the scale for Lecturers is over PPP USD 18,000 higher than GDP per capita.

Legal salaries in the UK

The Michael Page International Legal Salary Survey results, for lawyers in private practice in the UK, show that overall average salaries for lawyers are marginally higher than overall midpoint salaries for academics (12.4%). This differs significantly from the last survey, where the 2007 ZSA survey of UK salaries recorded much higher overall salaries for lawyers than academics. The difference may be accounted for by the inclusion of more UK regions in the Michael Page International survey, while the ZSA survey appears to include only London. In the UK, legal salaries differ greatly depending on region and, if salaries for lawyers in London are compared to academic salaries, the difference is more pronounced. For example, for lawyers with one year's Post Qualification Experience (PQE), the minimum entry salary is PPP USD 102,690 – almost twice as much as for an entry level academic. However, lawyers with one year's PQE in Scotland earn 8% less than entry level academics (see Appendix 6).

Analysis of benefits by country

Professional compensation is not limited to salaries. In combination with financial compensation, many institutions offer other non-salaried benefits to staff. Leave entitlement, medical coverage, bonuses, and other benefits should be examined to provide a fuller 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 responding institutions and compares findings with the last survey. For more details on benefits in the participating countries, see Appendix 2.

Australia

Pensions

In Australia, universities are legally required to pay superannuation payments on behalf of their employees – currently 9% of an employee's salary. However, the majority of universities in the survey contribute up to 17% of employees' salaries, similar to the findings of the last survey. There are a number of different plans offered, such as the QSuper, UniSuper, VicSuper, and State Super. UniSuper is the most common, and was launched in 2000, combining two university sector funds to develop a comprehensive plan designed specifically for the HE sector. The most common type of pension scheme among the surveyed universities is final salary/defined benefit schemes (71%), with a few universities offering a combination of defined benefit and accumulation, where part of the pension is invested and paid out as a lump sum at the time of retirement.¹⁵¹

Through the government's Superannuation Program, HEIs can also apply for supplementary financial assistance to meet additional superannuation expenses over and above the notional level of funding provided for this purpose through the Commonwealth Grant Scheme. The allocation for superannuation supplementation in 2010 is AUD 140.3 million.¹⁵² In 2009-2010, the Federal Budget tightened rules on superannuation payments, in order to save money and improve conditions for low income earners by targeting middle to high income earners. Measures in the Budget included halving the cap on concessional superannuation contributions for people under 50,¹⁵³ and temporarily reducing the government's super co-contribution from 150% to 100%.¹⁵⁴ These and other measures, such as plans to successively raise the retirement age from 65 to 67 by 2023 and incentives for people to work longer, have the potential to impact on HE staff savings. For most academic staff, who are generally on middle to high incomes, the caps on concessional superannuation payments may reduce such payments, causing savings to be reduced.¹⁵⁵

Medical aid

Australia has a universal healthcare plan – Medicare – for all its citizens, into which employees pay 1.5% of their taxable income.¹⁵⁶

Most of the responding universities do not offer their staff additional medical benefits. However, in contrast to the findings of the last survey, two universities offer staff health insurance, and another offers access to Medibank Private, a government-owned health insurance company.

Leave (annual, long service, sabbatical)

Over 90% of responding universities in Australia offer 20 days' annual leave to their academic staff, with only one university – University College London (Australia) – offering up to 41 days' leave, reflecting no major changes since 2007. This is more in line with leave provisions in the UK, where two-thirds of universities have around 30 days' annual leave. Around half of the responding universities offer their academic staff six months to a year's sabbatical leave, which can normally be taken after six to seven years' service. Sabbatical leave or study leave is generally available to permanent academic staff in the Lecturer to Professor grades, but can also be accessed by Assistant Lecturers and fixed-term contract staff on a pro rata basis. A few universities did not indicate any provisions for sabbatical leave, and a few offered shorter periods, of up to six months.

¹⁵¹ The value of the lump sum is determined by contributions, plus what the investment has earned, or minus what it has lost and taxes and fees; State Super Financial Services (Australia), 'State Authorities Superannuation Scheme' (2010) <<http://www.ssfs.com.au/go/plan-to-retain/deferred-benefit/sass-scheme>>

¹⁵² DEEWR, 'Superannuation Programme' (2010) <<http://www.deewr.gov.au/HigherEducation/Programs/Funding/SuperannuationProgram>>

¹⁵³ UniSuper, '2009 Federal Budget Update' (14 May 2009) <<http://www.unisuper.com.au/about-us/news?articleid=80952E49-5056-BE7A-AC4BCBAE5D0FA9E1>>

¹⁵⁴ This is a government measure intended to boost superannuation payments for people on low-middle incomes; for more information, see www.ato.gov.au/individuals/content.asp?doc=/content/42616.htm

¹⁵⁵ Australian Institute of Superannuation Trusts, 'The Advocate: Special Federal Budget 2009 edition' (2009) <<http://www.aist.asn.au/media/the-advocate-2009-special-public-edition.aspx>>

¹⁵⁶ Australian Taxation Office, 'Medicare Levy' (2010) <<http://www.ato.gov.au/individuals/content.asp?doc=/content/00250854.htm>>

Long service leave (LSL) is generous in the responding universities, all of which offer LSL. The majority (78%) offer up to 13 weeks, which can typically be accessed after 10 years' service. A few universities also offer additional leave after 15 years' or more service.

Leave (parental and family)

All responding universities offer paid maternity leave to female staff, with approximately 70% offering three to six months' paid leave, and the remainder offering between six months and one year, similar to the findings of the last survey. Most universities (86%) also offer unpaid leave of varying length, typically six months; two universities, however, offer up to two years. Most universities also offer paid paternity leave (open to partners of mothers/primary caregivers in cases of adoption), typically two weeks. At a few universities, fathers/partners who work at the same university as mothers/primary caregivers have the possibility of sharing paid parental leave. Similarly, fathers/partners can generally access up to one year of unpaid leave; however, in most cases, a couple is given a total leave entitlement of up to one year of unpaid leave to be shared between them (i.e. each parent cannot take one year's unpaid leave each). All responding universities offer paid adoption leave and, in 64% of the universities, staff are entitled to between six months and one year. Most universities' make provisions in their enterprise agreements for adoption leave to be equivalent to maternity and paternity leave (and in some cases parental leave), indicating that the policy may not be gender neutral. Some restrictions apply: the child has to be less than five years old, and paid leave is offered to the 'primary caregiver' (generally assuming this will be the mother). The remaining 36% of universities offer between two weeks' and six months' paid leave. While a few universities do not provide unpaid adoption leave, a high proportion of those who do (71%) offer six months to a year, and two universities offer up to two years.

Additional benefits

A number of additional benefits are offered to university employees in Australia. The responding universities highlight a continuing trend, first noted in the last survey, of providing discretionary bonuses, which are offered at approximately 64% of the universities. Three institutions indicate that discretionary bonuses are used as attraction/retention bonuses, while other institutions refer to both attraction/retention and performance-related bonuses. Bonuses for critical disciplines are provided at over 50% of the institutions. Sign-on bonuses are offered to new staff at four universities.¹⁵⁷ Professional expenses are also paid by over 60% of responding universities, and the majority offer staff relocation allowances. A few universities also make arrangements for the loan of vehicles – a benefit for senior staff at one university – while one institution reports that vehicles are available to all staff for business travel. In contrast to most universities in the survey overall, Australian institutions do not offer optical care to their staff.

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

Canada

Pensions

Canadian universities operate a variety of planned contributory pension schemes. CAUT estimates that around one-third of Canadian universities have defined benefit pension plans, one-third have defined contribution plans, and one-third have hybrid pension forms.¹⁵⁸ This is roughly reflected in this survey's sample. Around 40% of responding institutions have defined contribution (money purchase) schemes, while a few offer defined benefit schemes and some have hybrid schemes. Employee contributions vary according to scheme, as do employer contributions. The latter are occasionally determined by – and increase with – employees' salary or age. Employee contributions overall range between 4% and 7% (going up to 13.2% at one institution), compared to 3% to 9% in 2007, and institutions' contributions exceed that of employees in all cases. At one institution, staff also have the option to choose a non-contributory defined benefit scheme, where the employer pays 100%. Contributions can also be guided by the government-determined Yearly Maximum Pensionable Earnings (YMPE) of the Canada Pension Plan.¹⁵⁹ Under these schemes, institutions and employees tend to make lower contributions up to the YMPE (set at CAD 47,200 in 2010), and increased contributions on earnings above the YMPE.¹⁶⁰ For example, at one university, employees pay 5% of their basic salary up to the Yearly Basis Exemption (YBE),

¹⁵⁷ This question is new to this year's survey, and therefore no comparison with previous surveys is possible.

¹⁵⁸ Rosanna Tamburri, 'Universities face "staggering" pension fund losses', *University Affairs*, 11 May 2009

¹⁵⁹ The Canada Pension Plan is a contributory, earnings-related social insurance programme, federally administered by Human Resources and Skills Development Canada, on behalf of employees in all provinces and territories except Quebec, which has an equivalent plan (the Quebec Pension Plan). However, as pensions are a provincial responsibility under the Constitution of Canada, any province can establish a plan at any time. For more information, see www.servicecanada.gc.ca/eng/isp/pub/factsheets/retire2010.pdf

¹⁶⁰ For more information, see www.cra-arc.gc.ca/tx/bsnss/tpcs/pyrll/clctng/cpp-rpc/cnt-chrt-pf-eng.html

plus 3.2% of basic salary between the YBE and YMPE, plus 5% of their salary above the YMPE (i.e. on earnings above CAD 47,200) – 13.2% contributions in total – while employers contribute 10% up to YMPE plus 10% after it.¹⁶¹

Many pension funds have faced financial difficulties, due partly to investment losses during the economic crisis. Combined with the elimination of mandatory retirement in most of Canada, many faculty members are choosing to stay on beyond the age of 65. Simultaneously, universities are challenged by the need to renew staff with restrained funds. Several Canadian provinces have moved towards easing the financial obligations of pension funds and extending solvency payment periods, in order that pension funds can balance their deficits. Dr Paul Genest, President of the Council of Ontario Universities, has noted that, despite an extension of the solvency payment period, Ontario universities face combined payments of around CAD 330 million a year to pay for pension fund amortisations, which represents about 10% of the operating grant that the universities receive from the provincial government to pay for salaries and research costs. Other provinces are also suffering from pension losses: in one university in Nova Scotia, 7% of the operating grant could end up paying for pension fund losses. These recent problems could have negative impacts on staff recruitment and salary levels in the short term. However, CAUT has pointed out that easing pension plan funding rules in Canada could create more serious problems in the long term, as it does not believe that deregulation would be any guarantee for the future stability of pension funds.¹⁶²

Medical

Canada has separate provincial healthcare plans which are either directly taxed (such as in Ontario) or require separate mandatory contributions (such as in British Columbia). All of the responding institutions provide some degree of additional healthcare on top of the provincial healthcare plans. One of the universities, in a mandatory contribution province, indicates that it offers an extended contributory healthcare plan to its employees, for which the employer pays 100%. Other universities note contributory schemes in place for extended healthcare, where the university provides either 50% or 100% of fees and which cover 70% to 100% of medical costs – supplementary to national healthcare provision. These conditions have not significantly changed since the last survey in 2007.

Leave (annual, long service, sabbatical)

In the responding Canadian institutions, 20-25 days' annual leave (compared to 21-30 days in 2007) is most common. While none of the institutions reported provisions for long service leave, all offer sabbatical leave. For sabbatical leave, the majority of institutions offer six months to one year's leave, which can be taken after six to seven years' service. Shorter leave of six months' duration is at full pay at most institutions, while longer leave of one year is paid less in the majority of the institutions. One university also reports a separate professional development leave allowance of six months at full pay, as well as the possibility of up to two years' unpaid career leave.

Leave (parental and family)

All Canadian university employees (100%) in this sample receive between five to seven months of paid maternity leave – slightly more than the three to six months reported in 2007 – generally on 95% of salary, through a mixture of government employee insurance and top-up from the institution. Maternity leave is typically made up of 15-20 weeks' maternity leave and 10 weeks' parental leave at 95% salary. Parental leave can be taken by either parent or be shared between parents (both natural and adoptive) at most institutions. One institution highlighted that its provisions for parental and adoption leave also apply to same-sex couples. Leave of up to one year (including paid and unpaid leave) is available at all but one institution, which only offers 20 weeks' maternity leave at full pay. The same institution also offers shorter paternity and adoption leave than the other Canadian institutions. Unpaid leave can also be taken by either parent or be shared in most institutions. Adoption leave is the same as maternity and paternity leave at all institutions in the sample. Family or carer leave varies depending on provincial government regulations, and ranges from no paid leave up to 11 weeks' paid leave, and a few institutions also offer unpaid family and carer leave.

Additional benefits

Canadian institutions appear to offer extensive additional benefits (supplementary to salary, pension and leave) relative to the other countries represented. Since the last survey, the use of discretionary bonuses has increased, while the use of bonuses in critical disciplines has decreased. In this sample, all the institutions offer discretionary bonuses, compared to only one institution in the last survey. At the same time, no universities offer critical discipline bonuses in this year's survey, compared to four in the previous one. New developments shown in this survey are professional expenses and professional development allowances, which are available at all institutions, and all also provide discounted or free tuition support to

¹⁶¹ Canada Pension Plan's Yearly Basic Exemption (YBE) in 2010 was CAD 3,500.

¹⁶² Tamburri; Anne Kershaw, 'Faculty postpone retirement across Canada', *University Affairs*, 12 January 2009

dependents. Life insurance is available at all institutions, as well as optical and dental care, and the majority pay relocation costs. A few institutions also offer housing allowances, while disability allowance is occasionally provided through long-term disability insurance. Childcare is provided at only one institution.

Malaysia

Pensions

Pension schemes are offered at both responding universities in Malaysia. At one university, employees do not contribute to the scheme, while at the other, employees pay 11% of their salary into a pension fund. At both universities, the employer contribution is 17.5%.

Medical aid

Both responding universities offer medical aid to staff. One university pays for a variety of medical charges. The other university has a contributory scheme which covers 100% of medical costs for employees, as well as their spouses, children under 21 years old, and parents.

Leave (annual, long service, sabbatical)

The responding universities offer between 21 and 30 days' annual leave, and both offer sabbatical leave of between five and nine months, which can be taken after three years' service (five months) or five years' service (nine months). In addition, one university offers between three and four years' paid study leave at a set rate of MYR 900 (PPP USD 476). One university also offers long service leave of one week, which can be accessed after 10 years' service.

Leave (parental and family)

The responding universities in Malaysia differ from those in other countries (except New Zealand) with regard to maternity leave, as they offer shorter paid leave but access to longer unpaid leave for mothers. The Malaysian universities offer 12-18 weeks' paid maternity leave, but female staff also have access to up to five years' unpaid leave for each child. Fathers are entitled to one week's paid leave, but do not have access to any unpaid leave. Employees at one university are also entitled to six months' leave at half pay to recover from a serious illness or to care for a seriously ill family member.

Additional benefits

In general, academic staff at Malaysian universities have access to a wide variety of additional benefits, typically in the form of financial supplements and allowances (salary loadings). Both responding universities also use critical discipline bonuses, and one university offers a range of professional development support.

New Zealand

Pensions

All universities in the survey except one participate in the New Zealand Universities Superannuation Scheme (NZUSS), which was created in 1993. Contributions are paid by employees into personal accounts, and employer contributions are a minimum of 1.35 times a member's contribution, up to a maximum of 5% of a member's salary.¹⁶³ A high proportion of responding universities offer their staff both defined benefit and defined contribution pension schemes. Employees contribute between 2% and 8% of their salary, depending on which scheme they participate in, compared to a minimum contribution of 3% in 2007. Employer contributions match the amount paid by the employee, as outlined above. The minimum contribution for employees is 2%, rising to a maximum of 8% for KiwiSaver, while NZUSS has a minimum contribution of 2% but no cap on employee contributions.¹⁶⁴

¹⁶³ For more information, see www.nzvcc.ac.nz/files/NZUSS_Prospectus_dated_15_February_2010.pdf

¹⁶⁴ KiwiSaver is a voluntary, work-based savings scheme, made up of contributions from members, employers, and, in some cases, government tax credits to a member account, plus or minus investment returns, and minus any withdrawals, fees and taxes. KiwiSaver is a government initiative involving KiwiSaver providers, and is regulated by the Government Actuary; however, it is not guaranteed by the government but by individual KiwiSaver providers. For more information, see www.kiwisaver.govt.nz/new/about/who

Medical aid

Few responding universities in New Zealand offer their staff specific medical schemes. One university has a contributory medical scheme, while another offers staff the opportunity to join the university's Southern Cross Scheme, a health insurance group scheme which provides access to healthcare providers and services at discounted rates for employees and their family members.¹⁶⁵ This situation does not differ significantly from that in 2007, when the last survey was conducted.

Leave (annual, sabbatical, long service)

Leave provisions for staff at New Zealand universities are fairly generous, with regard to annual leave and sabbatical leave. However, the use of long service leave is less common. All responding universities offer between 20-30 days' annual leave, reflecting no changes since the last survey. The majority (87.5%) offer sabbatical leave of six months to one year. Sabbatical leave is generally referred to as research and study leave, and should involve projects related to the employees' academic work. Research and study leave can typically be taken after three years' service (six months' leave) or six to seven years' service (one year's leave). Provisions vary between universities, but most will accept several instances of leave, with new leave being accrued from the date of return from a period of leave. Most universities also offer financial support to staff on research and study leave. Over three-fifths of responding universities also offer leave for professional development, most commonly to attend conferences. One university has also noted specific PhD leave of six months, which can be accessed after three years' service. At another institution, unpaid career leave of two years (up to three years in exceptional cases) is offered. Only two universities have reported the use of long service leave; one offers four weeks' leave after 10 years' service, which thereafter increases by two weeks for every year's service up to a maximum of 52 weeks.

Leave (parental and family)

Similar to institutions in Australia, Canada and the UK, the total parental leave period in all responding New Zealand universities is up to one year, including both paid and unpaid leave. In five out of the eight universities, both the paid and unpaid portions of parental leave can be shared between parents, who can choose to take the leave concurrently or consecutively, as long as the total period does not exceed the stated maximum leave period. One institution has explicitly noted that these provisions are available to same-sex partners. The paid part of parental leave is 6-12 weeks in 75% of responding universities – exactly the same figures as reported by two institutions in the last survey – while a few universities have slightly longer paid leave periods, of up to four months. A few universities also offer pregnant employees an additional 10 days' unpaid leave for reasons connected to the pregnancy, and two universities also offer two weeks' paid paternity leave in addition to any leave the employee chooses to share with the mother/primary caregiver. Adoption leave is the same as parental leave in all universities: a total leave period of one year, where one to three months are paid and the remainder is unpaid, in the majority of universities. Adoption leave can be shared between the primary caregiver and a partner, similar to natural parents. Two universities have noted that adoption leave also applies to informal/traditional Maori adoptions (whāngai).

Specific to New Zealand universities, different types of leave are offered to accommodate Maori customs – most commonly bereavement leave (tangihanga) and leave to attend Maori land courts or Waitangi tribunal hearings, which are offered at half of the responding universities. Family/carer leave is not specified at half of the institutions, but staff at these universities may receive an unspecified amount of paid and/or unpaid leave at the discretion of the university, typically as sick leave. The other half of the institutions offer between 0-8 days per year, which is composed of sick leave and leave to take care of a sick relative.

Additional benefits

New Zealand universities have relatively few additional benefits. However, the use of discretionary bonuses has increased since the last survey. 75% of responding universities offer discretionary bonuses, whereas none of the universities in the last survey offered these bonuses. It should, however, be noted that this survey's sample is larger than that of the previous survey. Over three-fifths of the universities also pay professional expenses or professional development allowances, and two universities noted that they pay for membership of a professional organisation. The majority of universities also offer their staff optical care, consisting of free eye tests and reimbursements for glasses or contact lenses.

Representatives of universities in New Zealand have expressed concern over the competitiveness of overseas salaries and benefits – for example, superannuation schemes and more attractive parental leave arrangements – in countries such as Australia, Canada, Singapore, and the US, which increase the likelihood of staff leaving New Zealand universities.¹⁶⁶

¹⁶⁵ For more information, see www.aut.ac.nz/resources/staff/staff_services/aut_intranet_info.pdf

¹⁶⁶ Hamish McNeilly, 'Disquiet about university's future', *Otago Daily Times*, 13 March 2010; TEU, 'Parental Leave – "Aussies to offer new reason to cross Ditch"' (19 March 2010) <<http://www.teu.ac.nz/?p=5801>>

South Africa

Pensions

All responding universities from South Africa offer pension schemes to their staff. A variety of pension schemes are available, including non-contributory schemes and schemes where both the employee and the employer contribute. Only one university has a non-contributory defined benefit scheme, to which employers contribute 20% of employees' salaries; three universities operated such a scheme in the last survey. Two institutions have defined contribution schemes, one of which is non-contributory for staff with the employer contributing 10-20% of employees' salaries (compared to 7.5-15% in 2007), while the other has employees contributing 7.5% of their salary (exactly the same as in previous surveys). Pension schemes in South Africa are not specific to the HE sector, as institutions generally have their own pension scheme, but universities may also contribute to the Associated Institutions Pension Fund (AIPF), which is administered by the government.

Medical aid

Medical aid schemes are provided at all responding South African institutions. The majority are contributory schemes, where staff collectively subscribe to a preferred scheme. One institution has noted that medical aid is non-contributory for staff and included in the cost of employment, and that its scheme covers 100% of medical costs. The contributory schemes vary in coverage from 15% of the employee's remuneration package to 50% of medical costs. This is considerably lower than in the previous survey, where institutions contributed between 50% and 70% of the package.

Leave (annual, long service, sabbatical)

The annual leave offered by the responding institutions in South Africa is generous, compared to other countries in the survey, as 75% offer between 40 and 42 days' leave – slightly more than in previous years (21-30 or 31-40 days). Sabbatical leave is also offered by all institutions; half offer one to three months' leave, and the other half offer six months to one year in any five-year period. Leave is generally accrued by a set amount of days in a month or year, for example, 2.5 days per month. One institution has also reported offering separate study leave of 24 days per year. While most institutions do not offer any unpaid career leave and none offer long service leave, one institution has noted that unpaid career leave could be considered in exceptional cases.

Leave (parental and family)

Paid maternity leave of three months is offered by most of the reporting institutions. One institution offers slightly longer leave of approximately four months (84 days). This is slightly lower than in 2007, when most universities offered three to six months' paid maternity leave. Half of the responding institutions do not offer any unpaid leave; the other half offers unpaid leave of between seven and 12 weeks. Provisions for paternity leave are noted by only two institutions, which offer three days' paid leave, in contrast with the majority of universities in the 2007 survey, which allocated up to 10 days. None offer any unpaid leave. Adoption leave is available to female employees at two out of the four reporting institutions; one offers leave equal to maternity leave, while the other offers somewhat shorter leave. Unpaid adoption leave is not available at any of the responding institutions.

Most institutions have noted paid family leave of between three and five days per year, with one institution offering slightly more at roughly 7.5 days per year (23 days per three years).

Additional benefits

The South African responding institutions offer a range of additional bonuses and, together with Canadian and Malaysian institutions, appear to offer more of these types of bonuses than responding institutions in other countries. Free tuition fees for dependants are available at all institutions, while relocation allowances, life insurance, and free laptop/mobile phones are offered by the majority of institutions. Half also offer access to housing allowances. However, contrary to other countries and to the last survey, none of the responding institutions reported any discretionary bonuses or bonuses in critical disciplines, and only one institution pays professional expenses. While none of the institutions have listed any disability bonuses, one has noted that it offers disability insurance as a benefit. It would appear that benefits are an important supplement to the salary package of academic staff in South Africa.

United Kingdom

Pensions

The most common HE pension schemes in the UK are the Universities Superannuation Scheme (USS), the Local Government Pension Scheme (LGPS), and the Teachers' Pension Scheme (TPS), all of which are defined benefit (final salary, at present) schemes that guarantee fixed benefits based on average salaries and length of service, with substantial contributions from employers and varied levels of contributions from employees.¹⁶⁷ All responding UK universities offer final salary/defined benefit pension schemes to their staff. Employees typically contribute 6.35% of their salary, while employers contribute between 14% and 16% of employees' salaries.

Partly due to financial difficulties, USS has decided to make changes to its scheme, including a switch to a career average scheme for new entrants. Existing members would retain the current final salary scheme, but with employees' contributions increased to 7.5% and a decreased employers' share (employers currently pay 16%). The career average scheme for new members would require employee contributions of 6.5% (in other words, less than the final salary scheme). The changes also involve increasing the normal pension age to 65 for USS subscribers, and inflation-proofing pension increases in line with the Consumer Price Index (CPI) (following a government policy change switching from the Retail Price Index (RPI)).

Medical aid

The UK has a national healthcare system funded by National Insurance contributions, which are mandatory tax contributions taken from employee salaries. The University of Plymouth and the University of Southampton have indicated that they offer additional medical aid schemes, of which one is contributory and one non-contributory, demonstrating a change since the last survey.

Leave (annual, long service, sabbatical)

The majority of universities have specified annual leave provisions for their staff, and over half of these offer between 20 and 30 days, with most offering closer to 30 days' leave. A small number of universities offer 31 to 40 days' leave, and only one university indicated that it does not have any annual leave specified for its staff. In previous years, more universities (about half) offered annual leave of between 31 and 40 days. Two-thirds of responding universities indicated that they offer sabbatical or study leave to their academic staff and, of these, most offer between one semester/term to a year's leave in any five-year period.¹⁶⁸ Long service leave is not common in UK universities, which is also reflected in the survey responses – less than a fifth of universities offer such leave. For example, one university offers 27 days' leave after five years' service, while another institution offers up to 10 days' leave after 10 years' service.

Leave (parental and family)

All responding UK universities offer maternity leave to employees, typically a total of one year, including both paid and unpaid leave. Half of the responding universities offer staff 39 weeks' paid maternity leave, while 41% offer between 16 to 26 weeks' paid leave; this is slightly higher than in previous years (12-24 weeks). Two-thirds of responding universities offer staff 12 to 13 weeks' unpaid leave, while almost a third offer up to one year's unpaid leave. Since 2007, Statutory Maternity Pay (SMP) has been extended from 26 weeks to 39 weeks. Paid leave can typically be broken down into a combination of full pay, half pay, and SMP.

Fathers/partners are entitled to shorter paid and unpaid leave than mothers: typically two weeks' paid leave. A third of responding institutions offer unpaid leave of up to six months, while the remaining universities have not noted any unpaid paternity leave. Adoption leave is also offered by all responding universities; approximately 40% offer the equivalent of maternity leave (39 weeks' paid leave), while around a third offer 26 weeks. Most universities also offer unpaid adoption leave – typically 12 weeks. Around two-thirds offer paid family carer leave, all of which ranges between zero and 10 days. Such leave is typically made up of a variety of components, such as compassionate leave, sick leave, and leave to care for a sick child. Similarly, two-thirds of responding institutions have either unspecified or ad hoc provisions for unpaid family carer leave.

¹⁶⁷ JNCHEs, *Review of Higher Education Finance and Pay Data*, p. 84. For more information on the Universities Superannuation Scheme (USS), see www.uss.co.uk/SchemeGuide/joiningthescheme. For more information on the Local Government Pension Scheme (LGPS), see www.lgps.org.uk/lge/core/page.do?pageId=100438. For more information on the Teachers' Pension Scheme (TPS), see www.teacherspensions.co.uk/scheme/scheme1.htm

¹⁶⁸ It should be noted that UK universities have different practices in terms of division of the academic year, with some using 'semesters' and other 'terms', of varying length also (normally between eight and 12 weeks). However, the terminology is sometimes similar, which is reflected in the survey responses, as universities have stated their provisions in a variety of ways, including semesters, months, and terms.

Additional benefits

The use of additional benefits is not widespread among the responding UK universities. However, there are some exceptions; almost 60% of universities offer discretionary bonuses, which is slightly more than in the last survey. These are generally performance-related, but two universities have specifically noted the use of discretionary bonuses for staff recruitment, and a few universities indicate the use of such bonuses as market adjustments. The majority of universities also offer financial assistance for relocation purposes, while 42% offer optical care to staff.

Except for one institution in Canada, UK universities are the only ones in the survey to note childcare allowances. Four universities (33%) offer childcare allowances via salary sacrifice schemes in return for childcare vouchers. One university also has an on-site nursery, which can be accessed via different salary sacrifice schemes.

Summary of comparative trends

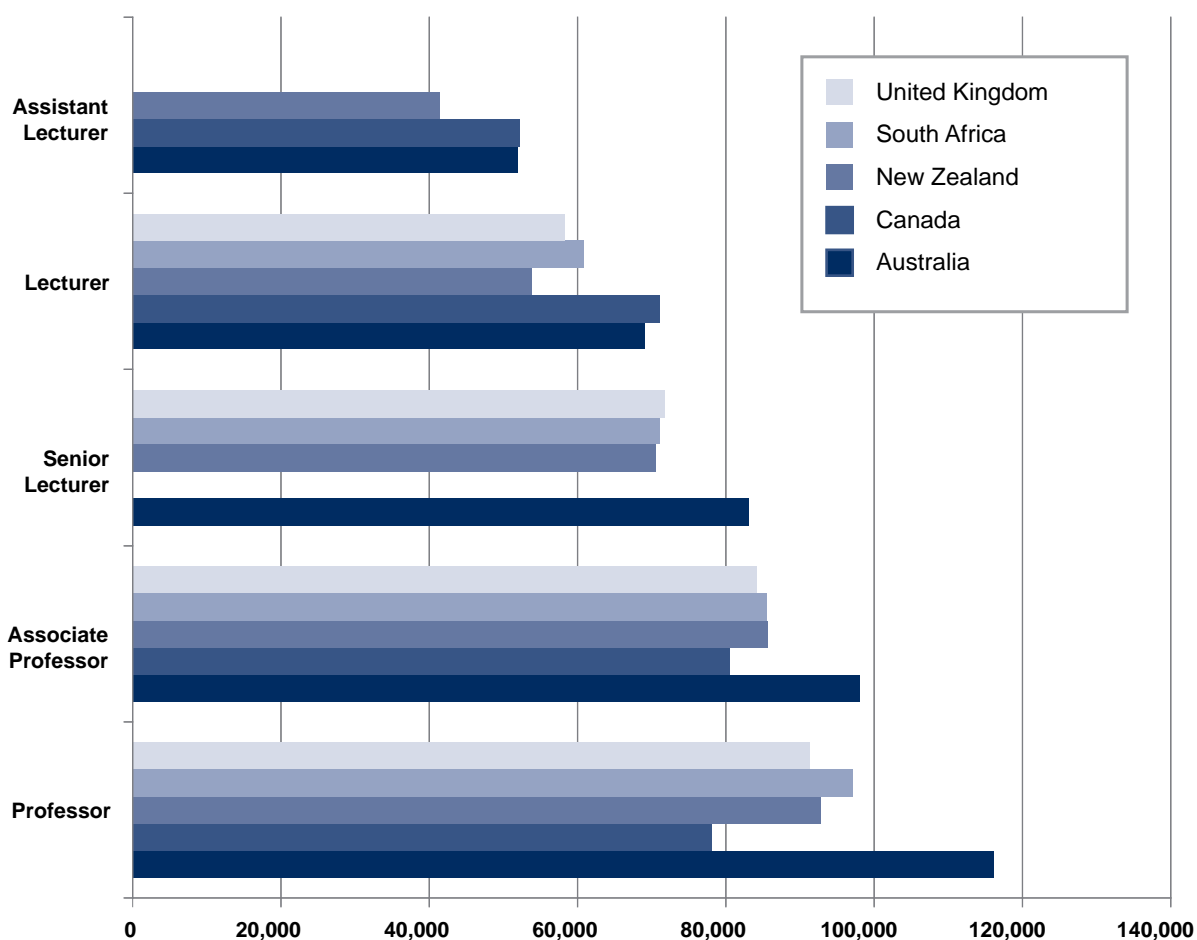
Salaries

The overall trends of the 2009-2010 salary survey and comparisons with data from previous years are illustrated in the following series of graphs.

2009-2010

Figures 6 and 7 set out the averages across the five academic categories. Figure 6 uses the BMI, while Figure 7 uses the market exchange rate.

Figure 6: Average salary scale midpoints 2009-2010, using BMI 2010 (PPP USD)¹⁶⁹



Figures 6 and 7 illustrate a number of trends. Looking at salary scales using the purchasing power conversion factor, Australia is clearly well ahead of all of the other countries, and salaries have a relatively steep trajectory from Assistant Lecturer (level A) up to professorial level (level E). At the Senior Lecturer, Associate Professor, and Professor levels, Australia's salary levels are higher than those of the other countries, while the South African, Canadian, New Zealand, and UK scales converge at the average level at these academic ranks. At the top level for Associate Professor, Canada and South Africa are comparatively higher, while New Zealand and the UK converge at a lower level. It is also worth noting that the Canadian professorial scale starts at a lower level than in the other countries, and that the Associate Professor scale is higher than the bottom of the scale for Professors. Also significant is the narrowing of gaps between countries' salary scales since the last survey.

¹⁶⁹ Malaysia and Singapore have been excluded from Figure 6 as the sample is too small and there is no comparative data.

Figure 7: Average salary scale midpoints 2009-2010, using the market exchange rate (USD)¹⁷⁰

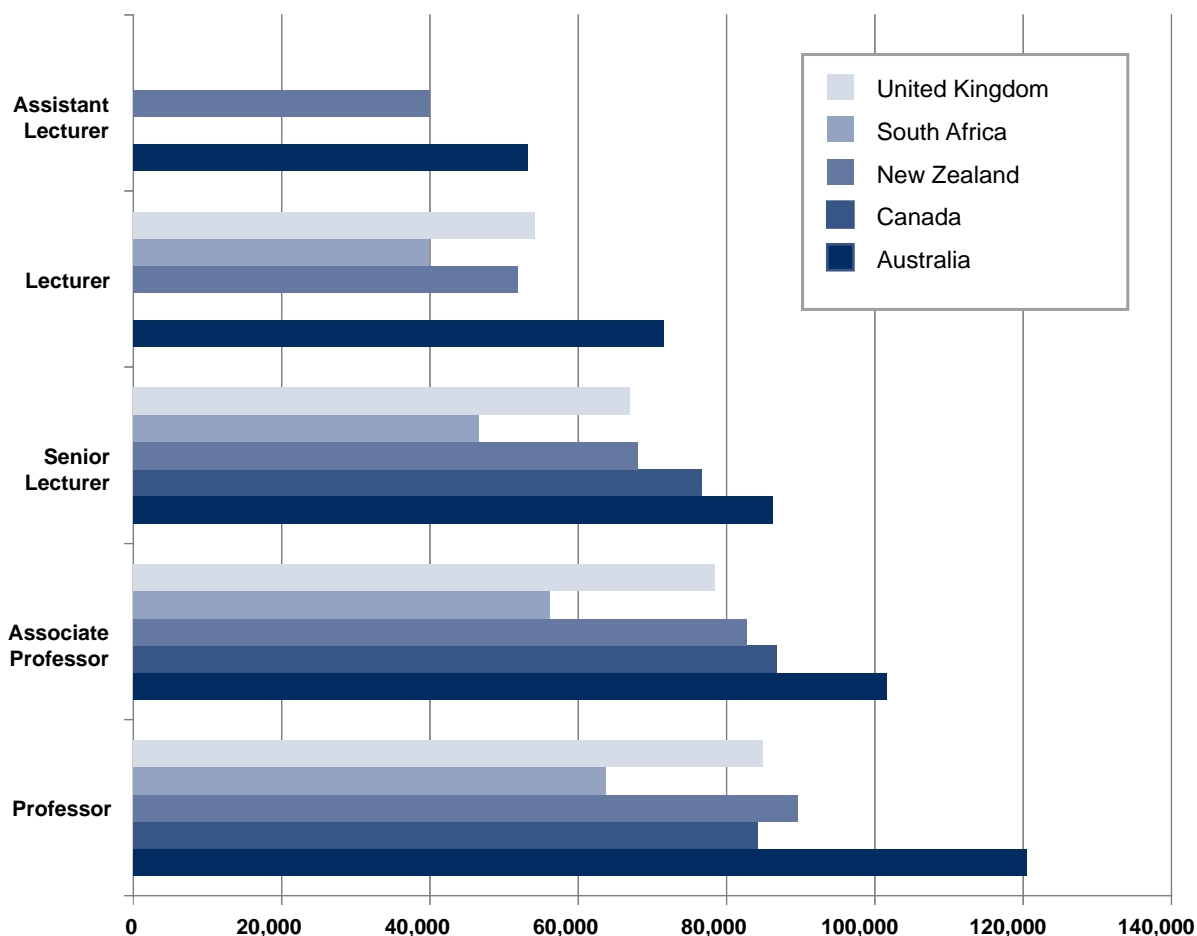


Figure 7, based on the market rate of exchange, draws attention to a slightly different trend. South Africa drops well below the other countries, while Australia is still ahead at all levels. The market exchange rate strengthens the positions of Australia and Canada, but worsens that of South Africa, in particular, as well as New Zealand and the UK. The UK has, in previous surveys, come out on top when the market exchange rate has been used. However, in this survey, UK salary levels under the market exchange rate are lower than under the BMI, as the value of the British pound has decreased since the last survey.

¹⁷⁰ Malaysia and Singapore have been excluded from Figure 7 as the sample is too small and there is no comparative data.

Figure 8: Overall midpoint average salaries (including professorial scale) since 2000¹⁷¹

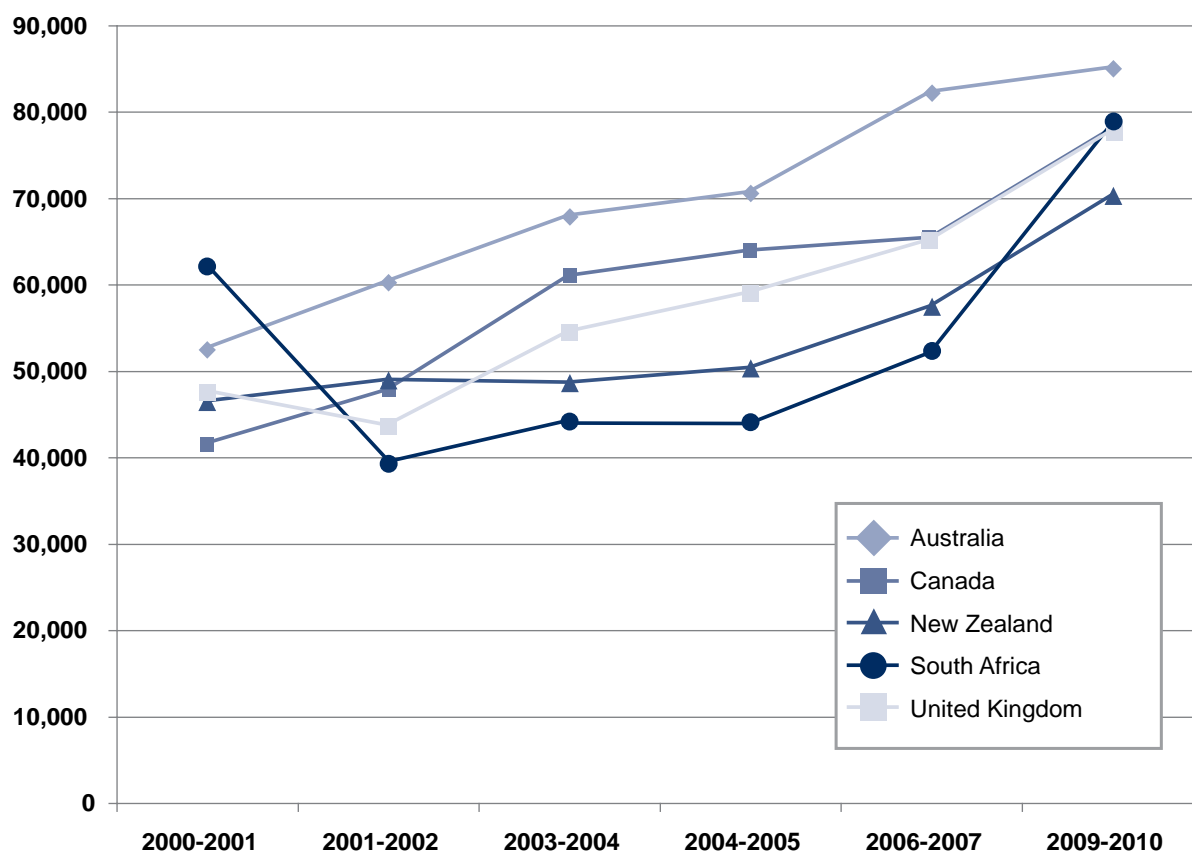
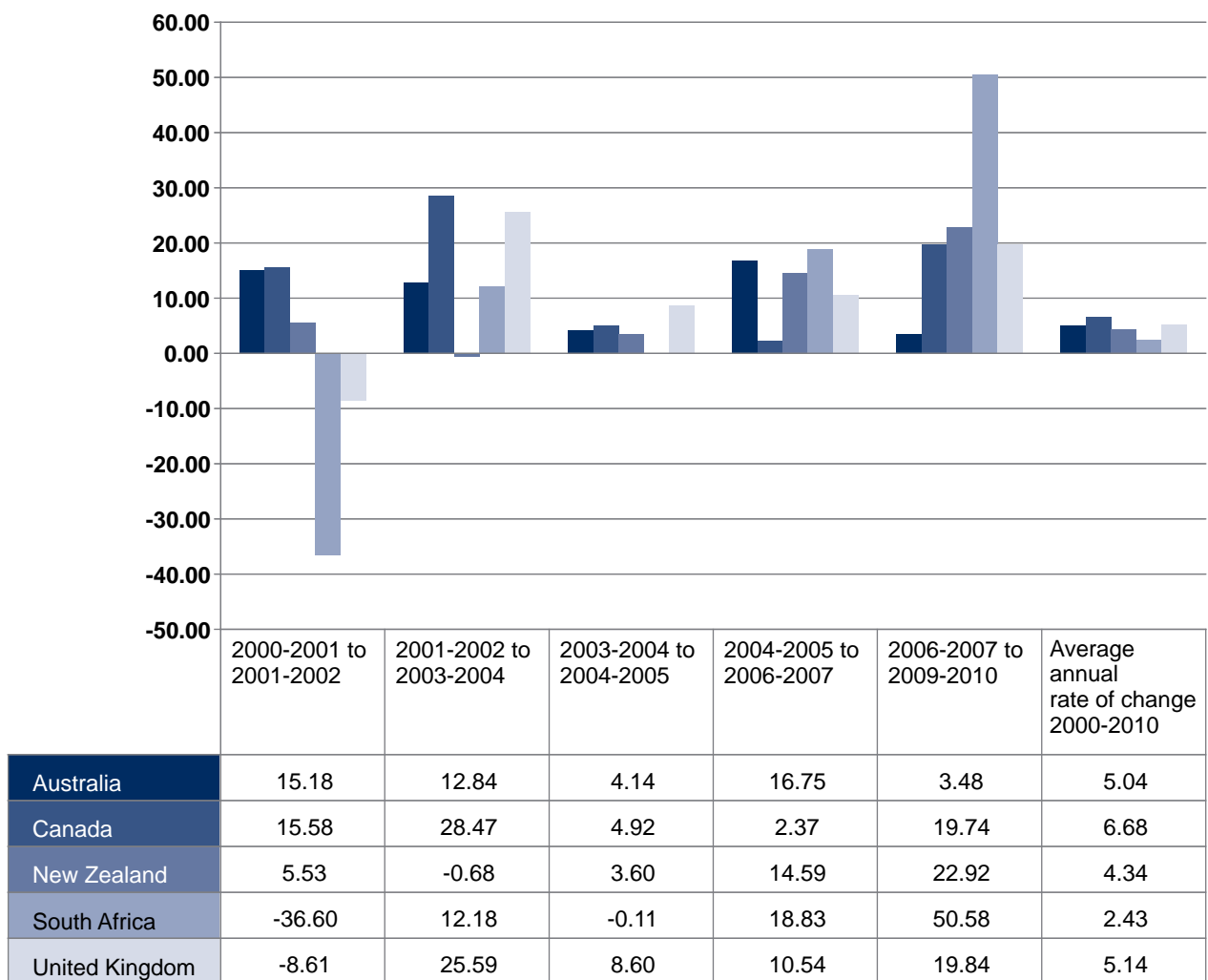


Figure 8 indicates steady growth in academic salaries in Australia since 2000. However, between 2004-2005 and 2006-2007, growth was steeper than in the preceding intervals, while growth has been less pronounced between 2006-2007 and 2009-2010. South Africa has witnessed a distinct increase in the growth rate of salaries, compared to the middle of the decade, and this is a likely reflection of the impact of restructuring and investment in higher education. It should also be noted that the 2006-2007 and 2009-2010 periods cover two academic years, presumably representing two years of wage increases each and thus higher rates of growth. The UK has also experienced steady growth from 2003-2004 onwards, which is likely to be linked to the Framework Agreement, which concluded its implementation in 2009 with the final instalment of the 2006-2009 Pay Agreement of a 5% annual increase, pushing up overall average academic salaries. It should be emphasised that, in countries where salaries are not negotiated nationally (i.e. Australia, Canada, New Zealand, and South Africa), changes in the sample – in other words, the institutions involved in the survey – will have a greater impact on the level of change in intervening years. This appears to be the case for Canada in this survey, where there was little change in the salary scales reported by institutions in the last two surveys, but a considerable increase in salaries reported between the last survey and the current one.

¹⁷¹ Malaysia and Singapore have been excluded from Figure 8 as the sample is too small and there is no comparative data.

Figure 9 highlights the percentage change in overall average salaries between surveys since 2001-2002, as well as the average annual percentage rate of change. The chart shows that responding institutions from South Africa and New Zealand recorded the biggest increases since the last survey, with increases of 51% and 23% respectively. From Figures 6-9, we can see large fluctuations in salaries in South Africa between surveys. However, if the average annual rate of change over the 10 years from 2000-2010 is considered, salary growth in South Africa has been at a low but steady rate of 2.4% per year. It should also be noted that the large increase between 2006-2007 and 2009-2010 could also be related to high levels of inflation in South Africa, which may have helped to push wages up at a higher rate than would otherwise have been the case. Canada and the UK also saw their rates of growth increase, as both report a growth rate of around 20% from the previous survey. For Canada, this represents a large increase from the 2% and 5% growth reported in the last two surveys, although it does not match the higher growth rates recorded at the beginning of the decade (28% between 2001-2002 to 2003-2004). While a growth rate of 20% was reported in the UK between 2006-2007 and 2009-2010, this is not reflected in the international comparison, as it is somewhat offset by the significant fall in the value of the British pound since the 2006-2007 survey. Nevertheless, this rate was a bigger increase than was reported in the last survey, albeit not as large as the 26% increase noted between 2001-2002 and 2003-2004.

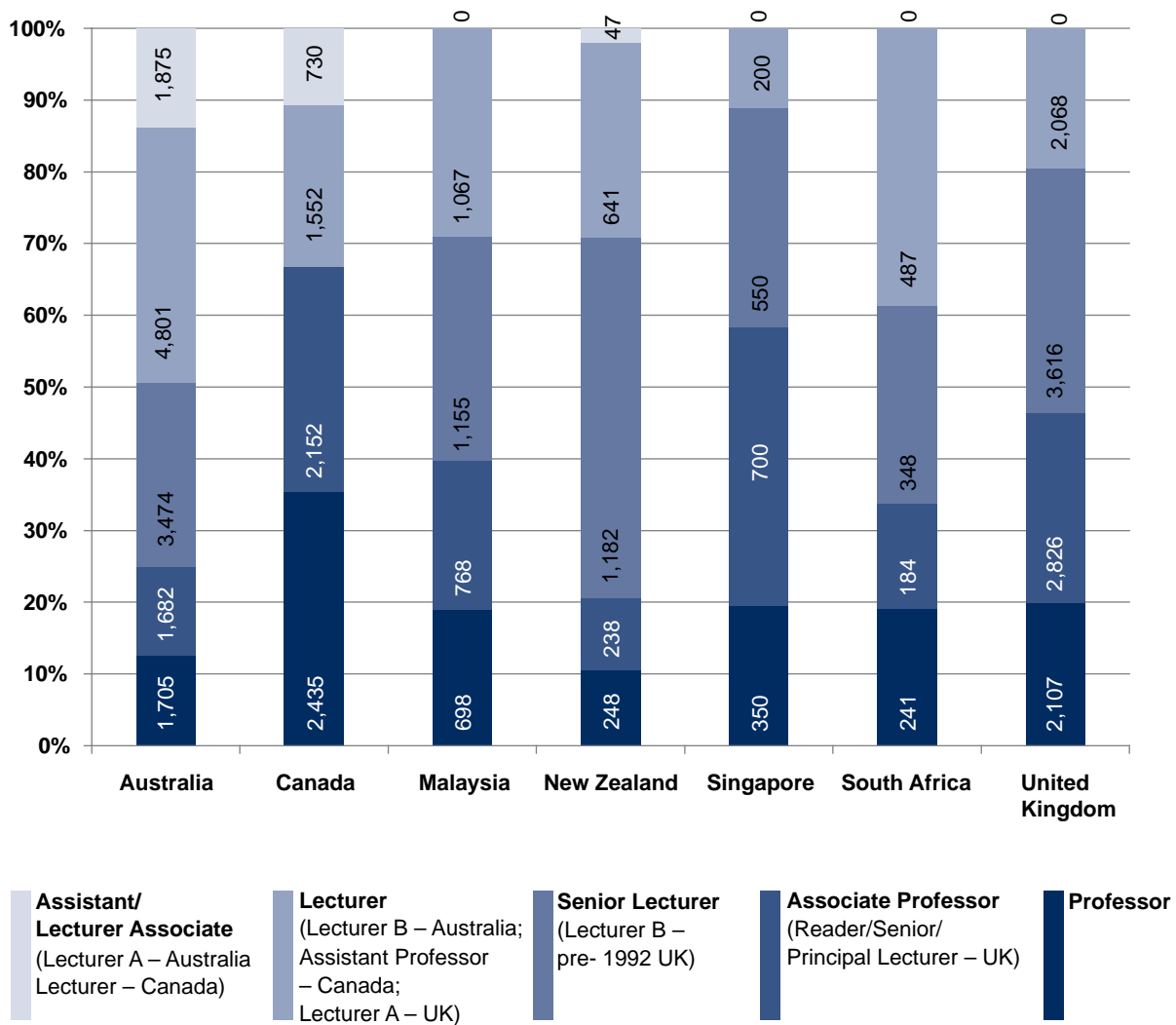
Figure 9: Change in overall average salaries since 2000 (%)¹⁷²



¹⁷² Malaysia and Singapore have been excluded from Figure 9 as the sample is too small and there is no comparative data.

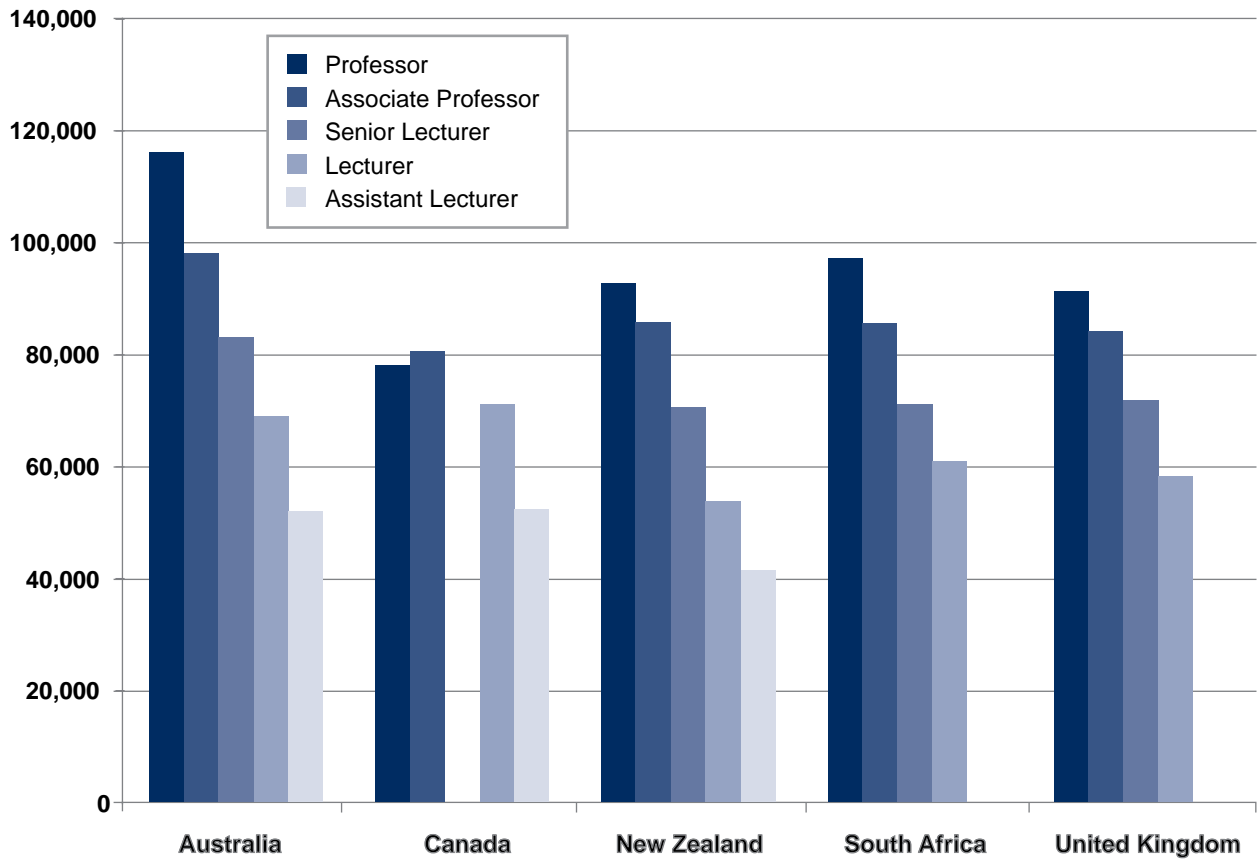
Figure 10 illustrates the distribution of staff across academic ranks in the participating countries. Staff are relatively evenly distributed across academic ranks in the UK, South Africa and Malaysia. Professors account for around a fifth of the workforce, while Associate Professors represent between 15-30%. Around 30% hold Senior Lecturers posts, while Lecturers form between 20-40% of the workforce (none of these countries have the Associate Lecturer rank). Staff in New Zealand are concentrated in mid to lower academic ranks, with almost four-fifths holding Associate Lecturer, Lecturer, or Senior Lecturer posts. Australian institutions also have a smaller proportion of staff at high academic ranks, with Professors and Associate Professors accounting for a quarter of the workforce. Canadian institutions, on the other hand, have more than 65% of their workforce in Professor or Associate Professor posts. This can partly be explained by the much broader ranges of academic ranks in Canada (the Senior Lecturer rank is encompassed in the Associate Professor rank), compared to other countries. Singapore also has a slightly higher proportion of Professors and Associate Professors (60%) compared to other countries in the survey.

Figure 10: Distribution of academic staff 2009-2010



As expected, we can see from Figure 11 that Professors earn (at the bottom of the scale) more than the other academic ranks – except in Canada, where the top of the salary scale for Associate Professors is above the starting salary for Professors.

Figure 11: Average salary scale midpoints 2009-2010 (PPP USD)¹⁷³



¹⁷³ Malaysia and Singapore have been excluded from Figure 11 as the sample is too small and there is no comparative data.

Figure 12 shows that, in all participating countries except Malaysia, overall academic salaries are well above GDP per capita. Australia, Canada, New Zealand, Singapore, and the UK all have overall academic salaries at, or around, double their respective GDP per capita. South Africa stands out from the other countries, as its overall average academic salary is more than seven times higher than its GDP per capita which, at the same time, has fallen by PPP USD 2,700. Malaysia is the only participating country in which academic salaries are substantially lower than the national GDP per capita (currently by around 80%).

Figure 12: Overall average academic salaries and GDP per capita 2009-2010 (PPP USD)

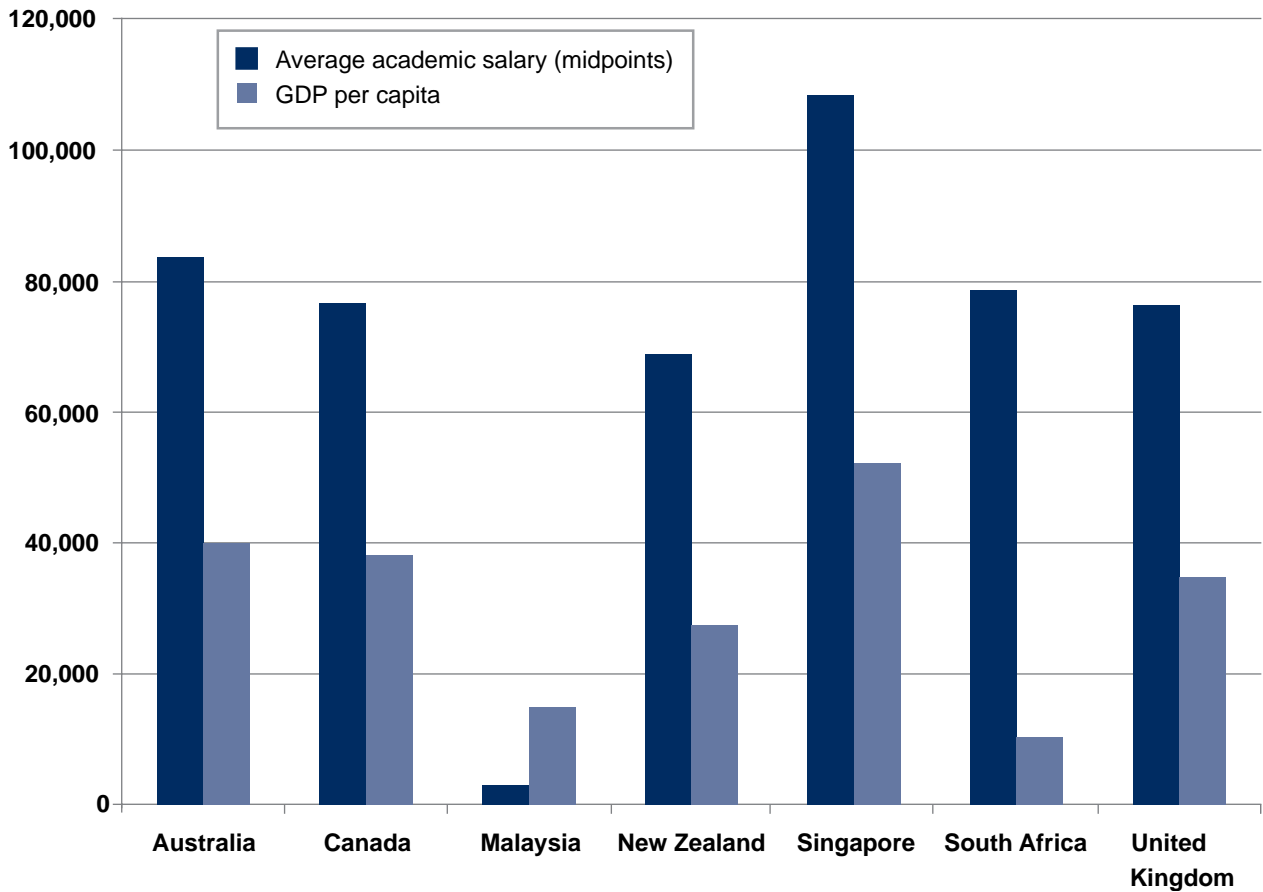
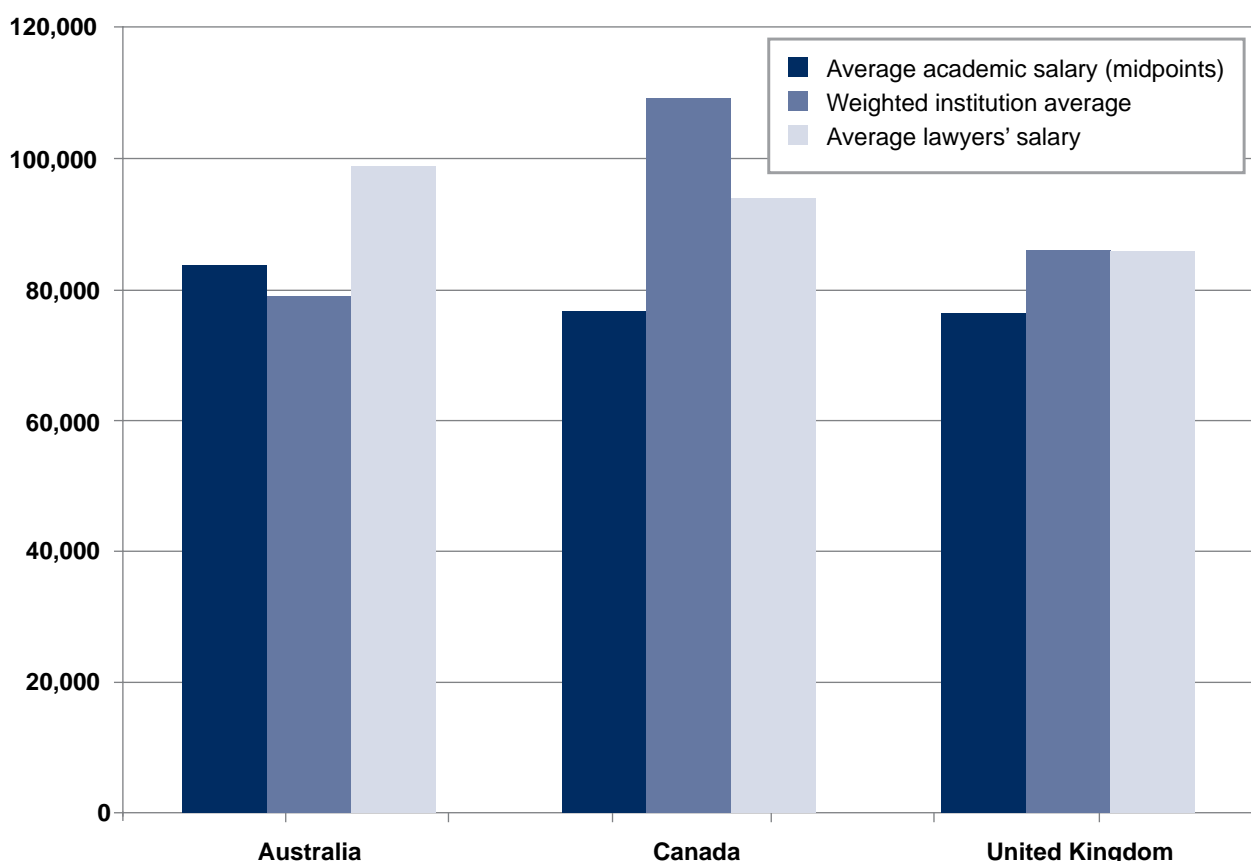


Figure 13: Overall average academic salaries and average lawyers' salaries 2009-2010 (PPP USD)¹⁷⁴



The overall average lawyer's salary is higher than the overall academic salary midpoints in Australia, Canada, and the UK, by 18%, 22.6% and 12.4% respectively. These results are consistent with the 2006-2007 survey; however, if the weighted average salary for academics is considered, the picture changes slightly. For Australia, the overall average lawyer's salary is even higher than the overall weighted average for academics (25%). For Canada and the UK, on the other hand, overall weighted average salaries for academics are higher than lawyers' average salaries. In Canada, the difference is quite pronounced (16% higher), while in the UK the difference is very slight (0.2%).

Benefits

Benefits provided to academics alongside salaries are important elements of the overall compensation package.

Of the 46 responding universities, only three noted that pension schemes are not offered to staff. Contributions from both employees and institutions are the most common form of pension plan, and employees' contributions range from 2-8% of annual salary. However, a few schemes require higher contributions, of between 8% and 11%. Institutions at least match the amount paid by employees and, in Australia and the UK, typically give between 14% and 17%, while other countries have lower employer contributions. Malaysia and South Africa are the only countries whose institutions indicated that they have non-contributory schemes in place, where the employer covers all pension payments. Overall, Australia and the UK appear to have the most beneficial pension schemes for employees across all responding institutions.

Medical aid is provided in the majority of Canadian and South African universities, and in all Malaysian universities in the survey, while the other countries do not generally offer supplementary plans on top of state-funded healthcare provision. Leave conditions appear to be more beneficial for employees in Australia than in other participating countries. Long service leave is a particularly strong offering in Australia, where the majority of institutions offer up to 13 weeks' leave, typically to be taken after 10 years' service. In contrast, none of the responding universities in Canada, Singapore, and South Africa offer long service leave, while only two out of 12 UK universities offer such leave. On the other hand, most responding

¹⁷⁴ New Zealand, Malaysia, and Singapore have been excluded from Figure 13, as there is no data on lawyers' salaries available for these countries.

universities (85%) offer sabbatical leave to their academic staff, with only seven institutions not offering such leave. These institutions are in Australia and the UK, and the higher response rate from these countries may account for this occurrence. For example, two-thirds of UK universities provide sabbatical leave, and in Australia close to 80% do so.

Annual leave offered by all responding universities is generally between four to six weeks (20-30 days). However, a few universities offer longer leave periods – most notably in South Africa, where the majority of responding universities noted annual leave of between seven and nine weeks (42-50 days).

Overall, responding universities in Australia, Canada, New Zealand, and the UK offer total parental leave of up to one year, including both paid and unpaid leave. There is variation between countries in how leave is divided between parents; in the UK, fathers/partners are entitled to shorter paid and unpaid leave than mothers, whereas fathers/partners in Canada are entitled to paid paternity leave of up to three months, as well as longer periods of unpaid leave. As in the UK, Australia offers shorter paid leave for fathers/partners, but also offers longer unpaid periods of leave (up to one year). While New Zealand universities also offer total parental leave periods of up to one year, the paid portion of leave is shorter for both mothers and fathers/partners: between two and four months. The paid part of parental leave can generally be shared between partners as they wish, but each couple is only entitled to a leave period of one year to be shared between them. In addition, pregnant staff at New Zealand universities are entitled to 10 days' unpaid leave, in connection with their pregnancy. Paternity leave in Malaysia, Singapore, and South Africa is shorter than in other countries: between three days to one week. None of the responding universities in these countries offer unpaid paternity leave to their staff.

Over half of the responding universities offer paid family/carer leave of up to three weeks per year to their staff. However, there is great variation within this range, with some 30% offering up to 10 days. These paid leave days are generally combinations of different types of leave, including leave to care for a sick child or other relatives, compassionate leave, and statutory sick leave. In New Zealand, there are also specific provisions for attendance at Maori land courts and for traditional funeral duties.

Figure 14: Provision of discretionary bonuses 2006-2007 and 2009-2010¹⁷⁵

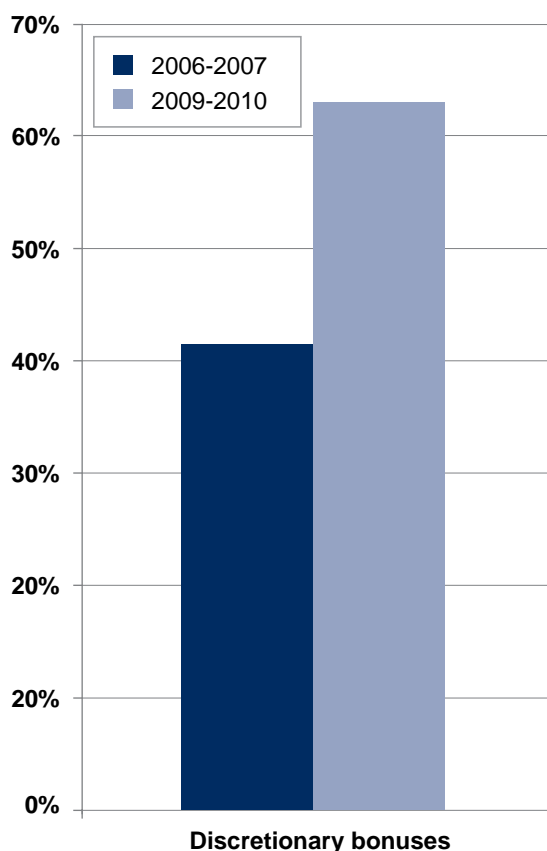


Figure 14 shows the provision of discretionary bonuses, which has increased significantly since the previous survey in all participating countries (except Singapore and Malaysia) – particularly in Canada, New Zealand, South Africa, and, to a lesser extent, the UK.

In terms of additional benefits, discretionary bonuses or market adjustments stand out and are used at 63% of responding universities. This represents a marked change from the last survey, in which most universities did not offer this type of benefit. In addition, the results of this survey also show that over half of institutions pay professional expenses and make use of personal development allowances. Despite its low response rate, Malaysia stands out in terms of its extensive use of additional benefits on top of base salaries, including set entertainment and housing benefits depending on grade. Other benefits commonly offered include relocation support (67%) and optical care (37%). The UK and Canada are the only countries in which institutions reported offering childcare allowances.

¹⁷⁵ Malaysia and Singapore have been excluded from Figure 14 as the sample is too small and there is no comparative data.

Conclusions

Rankings

Among participating countries, Australia once again offers the highest comparative salaries by a significant margin (using the BMI). Based on the institutions surveyed this year, South Africa has climbed up to second in the ranking, pushing down Canada to third place, the UK to fourth, and New Zealand to fifth, while Malaysia remains at the bottom. While the ranking has changed since the last survey, the differences between South Africa, Canada, the UK, and, to a lesser extent, New Zealand are marginal and, with the exception of South Africa, the ranking remains the same as in the previous survey. New Zealand ranked fifth, but is similar to Canada and the UK at the upper levels of the academic spectrum. At the same time, South Africa recorded the highest rate of growth in salary levels at 42% (or 51% if the Assistant Lecturer rank is included), followed by New Zealand (23%), and Canada and the UK at around 20%, while the rate of growth was lower in Australia (3%).¹⁷⁶ This has narrowed the gap between Australia and the remaining countries, and also coincides with a convergence in salary levels in South Africa, Canada, the UK, and, to a lesser extent, New Zealand. This convergence may be related to increased international competition for academic staff, but it also points to efforts within individual countries to improve academic salary levels. One exception is Malaysia, where salary levels have decreased since the last survey in which its institutions participated (2004-2005). However, considering the small sample size, care should be taken when drawing definite conclusions from these findings.

It should also be noted that Singapore, while not listed in the ranking due to a lack of comparative data from previous years, would have ranked the highest by a significant margin if it had been included. This is consistent with results from the 2000-2001 and 2001-2002 surveys, which also show salary levels in Singapore to be much higher than in other participating countries.

Weighted averages

The majority of comparative trends in this survey have been based on the midpoints of salary scales, for consistency with previous surveys. In this survey, it was also possible to compare the midpoints of salary scales with weighted averages in the participating countries. For most countries, the overall difference is not significant, indicating that staff salaries are generally concentrated at mid-level. The exception is Canada, where the actual overall average appears to be much higher than the midpoint salaries. Data from Singapore and the UK also shows higher overall actual average salaries when compared to midpoint salaries, while the remaining countries appear to have slightly lower actual average salaries. If weighted averages are used, Australia trails after its main competitors, with Singapore and Canada at the top, followed by the UK.

Benefits

Benefits vary among countries and institutions. The majority of institutions report some form of pension provision for their academic staff, while leave entitlements were mixed. Australia offers the strongest leave entitlements, especially for long service leave. However, the majority of responding institutions provide annual, parental, and sabbatical leave based on length of service. Private medical insurance tends not to be provided in countries with national healthcare plans. Canada, South Africa, and Malaysia 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 dependants, relocation allowances, optical and dental care, and life insurance. Malaysian institutions also stand out in terms of their extensive use of additional benefits on top of base salaries, including set entertainment and housing benefits. Finally, the overall provision of discretionary bonuses and market supplements has increased substantially since the last survey, with several countries reporting that they have specific bonuses for attraction and retention purposes.

Any conclusions drawn from the data must, however, be treated with some caution, for a number of reasons. Firstly, with a relatively limited sample size, the survey is not comprehensive in terms of institutional or national coverage. Secondly, the survey does not contain detailed examination of issues such as institutional infrastructure and other factors affecting the general working conditions of academics, for example, workload and research/teaching balance. Thirdly, the participating countries operate in different higher education systems, with varying funding and salary settlement mechanisms. Finally, Purchasing Power Parity (PPP) conversions do not provide an absolute measure of comparative costs. As explained above, no ideal method exists to compare with complete accuracy financial data between countries with different currencies and costs of living.

Despite these caveats, this survey still provides some useful indicators for the comparison of international academic salaries and conditions. The sample size, while limited, does represent 46 institutions in seven countries across four geographic regions of the Commonwealth and, because the survey has been carried out for a number of years, trends over time can also be identified within and across participating countries.

¹⁷⁶ South Africa's growth rate of 51% includes the Assistant Lecturer rank for 2006-2007, but not for 2009-2010. As only one university indicated that it had Assistant Lecturer posts in 2006-2007, and none did in 2009-2010, a growth rate of 42% may be a more accurate indication of the increase in salaries.

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Appendix 1

COUNTRY PROFILES: SALARIES

AUSTRALIA	Charles Sturt University		Deakin University		Edith Cowan University		La Trobe University		Queensland University of Technology	
	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP
PROFESSOR:										
Bottom of scale	136,848	116,964	134,134	114,644	139,814	119,499	134,173	114,678	137,981	117,932
Number of staff on this scale	78		106		46		94		154	
Actual average salary on this scale	–	–	134,134	114,644	142,218	121,554	148,890	127,256	–	–
ASSOCIATE PROFESSOR:										
Top of scale	117,039	100,033	114,716	98,048	119,575	102,201	114,752	98,079	118,010	100,863
Bottom of scale	106,237	90,801	104,128	88,998	108,539	92,768	104,161	89,026	107,110	91,547
Number of staff on this scale	64		115		57		127		116	
Actual average salary on this scale	–	–	–	–	113,720	97,197	116,508	99,579	–	–
SENIOR LECTURER:										
Top of scale	101,736	86,954	99,716	85,227	103,940	88,838	99,746	85,253	102,588	87,682
Bottom of scale	88,229	75,409	86,479	73,914	90,141	77,044	86,505	73,936	88,959	76,033
Number of staff on this scale	131		285		191		301		327	
Actual average salary on this scale	–	–	–	–	98,156	83,894	96,575	82,543	–	–
LECTURER:										
Top of scale	85,532	73,104	83,833	71,652	87,385	74,688	83,858	71,674	86,241	73,710
Bottom of scale	72,026	61,561	70,597	60,339	73,586	62,894	70,619	60,358	72,617	62,066
Number of staff on this scale	368		488		284		525		485	
Actual average salary on this scale	–	–	–	–	82,062	70,138	80,193	68,541	–	–
ASSOCIATE LECTURER:										
Top of scale	68,422	58,480	67,063	57,319	69,969	59,803	67,085	57,338	68,985	58,962
Bottom of scale	50,419	43,093	49,418	42,238	51,577	44,083	49,432	42,250	50,840	43,453
Number of staff on this scale	84		96		77		273		160	
Actual average salary on this scale	–	–	–	–	64,485	55,115	64,090	54,778	–	–
INSTITUTION AVERAGE					91,668	78,349	88,984	76,055		
Big Mac Index (June 2010) 1.17										

Swinburne University of Technology		University of New England		University of New South Wales		University of Southern Queensland		University of Sydney ¹		University of Western Australia		University of Wollongong		Average for Australia	
AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP	AUD	PPP
134,673	115,105	135,191	115,548	145,816	124,629	128,057	109,451	152,201	130,086	145,081	124,001	140,859	120,392	138,736	118,578
79		52		365		24		385		215		106			
141,283	120,755	125,572	107,326	-	-	114,184	97,594	-	-	-	-	140,859	120,392	135,306	115,646
115,243	98,498	115,750	98,932	125,232	107,036	109,814	93,858	130,167	111,254	124,080	106,051	120,471	102,967	118,737	101,485
104,649	89,444	105,149	89,871	114,009	97,444	99,865	85,355	118,156	100,988	112,626	96,262	109,352	93,463	107,832	92,164
61		70		300		47		340		230		154			
113,015	96,594	102,770	87,838	-	-	104,567	89,373	124,163	106,122	-	-	117,583	100,498	113,189	96,743
100,234	85,670	100,734	86,097	109,332	93,446	95,720	81,812	113,151	96,710	107,854	92,183	104,720	89,504	103,289	88,281
86,985	74,346	87,478	74,768	95,297	81,450	83,282	71,181	100,584	85,969	93,535	79,944	90,816	77,621	89,858	76,801
142		138		690		106		575		364		224			
96,910	82,829	82,752	70,728	-	-	91,126	77,886	105,639	90,290	-	-	99,506	85,048	95,809	81,888
84,337	72,083	84,829	72,503	92,494	79,055	80,796	69,057	95,128	81,306	90,674	77,499	88,039	75,247	86,929	74,298
71,092	60,762	71,575	61,175	78,459	67,059	68,358	58,425	80,109	68,469	76,356	65,262	74,138	63,366	73,294	62,645
209		216		650		250		560		439		326			
81,098	69,315	74,043	63,285	-	-	72,048	61,579	87,618	74,887	-	-	83,586	71,441	80,093	68,455
67,556	57,740	68,039	58,153	74,715	63,859	65,040	55,590	76,098	65,041	72,537	61,997	70,431	60,197	69,662	59,540
49,925	42,671	50,371	43,052	56,036	47,894	48,481	41,437	56,076	47,928	53,452	45,685	51,898	44,357	51,494	44,012
116		42		410		58		135		330		94			
63,634	54,388	43,918	37,537	-	-	49,282	42,121	66,537	56,869	-	-	66,400	56,752	59,764	51,080
92,500	79,060	82,975	70,919			78,731	67,292	80,705	68,979			98,251	83,975		

1 The institution average excludes professorial level as there is no average available.

COUNTRY PROFILES: SALARIES

CANADA	Concordia University College of Alberta		McGill University		University of British Columbia	
	CAD	PPP	CAD	PPP	CAD	PPP
PROFESSOR/FULL PROFESSOR:						
Bottom of scale	75,211	67,153	90,000	80,357	–	–
Number of staff on this scale	22		612		881	
Actual average salary on this scale	101,842	90,930	139,096	124,193	154,801	138,215
ASSOCIATE PROFESSOR:						
Top of scale	107,727	96,185	–	–	–	–
Bottom of scale	67,138	59,945	77,500	69,196	–	–
Number of staff on this scale	19		657		726	
Actual average salary on this scale	89,217	79,658	105,965	94,612	114,520	102,250
ASSISTANT PROFESSOR:						
Top of scale	111,123	99,217	–	–	–	–
Bottom of scale	57,524	51,361	65,000	58,036	–	–
Number of staff on this scale	18		346		588	
Actual average salary on this scale	76,679	68,463	85,436	76,282	100,508	89,739
LECTURER:						
Top of scale	4,635 ²	4,138	–	–	–	–
Bottom of scale	4,020 ³	3,589	50,000	44,643	–	–
Number of staff on this scale	150		126		54	
Actual average salary on this scale			75,239	67,178	81,364	72,646
INSTITUTION AVERAGE			111,308	99,382	125,840	112,357
Big Mac Index (June 2010) 1.12	2 Salary per semester/course		3 Salary per semester/course			

CANADA	University of Toronto		Wilfrid Laurier University		Average for Canada	
	CAD	PPP	CAD	PPP	CAD	PPP
PROFESSOR/FULL PROFESSOR:						
Bottom of scale	84,000	75,000	100,963	90,146	87,544	78,164
Number of staff on this scale	920					
Actual average salary on this scale	164,000	146,429	–	–	139,935	124,942
ASSOCIATE PROFESSOR:						
Top of scale	–	–	–	–	107,727	96,185
Bottom of scale	62,700	55,982	83,025	74,129	72,591	64,813
Number of staff on this scale	750					
Actual average salary on this scale	128,000	114,286	–	–	109,426	97,701
ASSISTANT PROFESSOR:						
Top of scale	86,900	77,589	–	–	99,012	88,403
Bottom of scale	51,000	45,536	67,650	60,402	60,294	53,833
Number of staff on this scale	600					
Actual average salary on this scale	102,000	91,071	–	–	91,156	81,389
LECTURER:						
Top of scale	–	–	–	–	–	–
Bottom of scale	69,000	61,607	56,375	50,335	–	–
Number of staff on this scale	400					
Actual average salary on this scale	95,000	84,821	–	–	83,868	74,882
INSTITUTION AVERAGE	129,618	115,730			122,255	109,156

COUNTRY PROFILES: SALARIES

MALAYSIA	National University of Malaysia		University of Malaya		University of Malaya		University of Malaya ⁶		Average for Malaysia	
ANNUAL SALARY	MYR	PPP	MYR	PPP	MYR	PPP	MYR	PPP	MYR	PPP
PROFESSOR:			Non-medical (Grade DS) ⁴		Medical (Grade DU) ⁵					
Bottom of scale	6,596	3,490	6,596	3,490	6,596	3,490	6,596	3,490	6,596	3,490
Number of staff on this scale	256		221		221					
Actual average salary on this scale	7,939	4,201	9,086	4,807	9,086	4,807	9,086	4,807	8,512	4,504
ASSOCIATE PROFESSOR:										
Top of scale	6,797	3,596	6,797	3,596	6,900	3,651	6,849	3,624	6,823	3,610
Bottom of scale	4,842	2,562	4,842	2,562	4,945	2,616	4,894	2,589	4,868	2,576
Number of staff on this scale	434		273		61					
Actual average salary on this scale	5,671	3,001	6,606	3,495	6,380	3,376	6,493	3,435	6,082	3,218
SENIOR LECTURER:										
Top of scale	6,439	3,407	6,439	3,407	6,444	3,409	6,442	3,408	6,440	3,408
Bottom of scale	4,573	2,420	4,573	2,420	4,578	2,422	4,576	2,421	4,575	2,420
Number of staff on this scale	610		398		147					
Actual average salary on this scale	5,403	2,859	5,208	2,755	5,157	2,729	5,182	2,742	5,293	2,800
LECTURER:										
Top of scale	5,485	2,902	5,485	2,902	5,674	3,002	5,580	2,952	5,532	2,927
Bottom of scale	2,546	1,347	2,546	1,347	2,858	1,512	2,702	1,430	2,624	1,388
Number of staff on this scale	718		304		45					
Actual average salary on this scale	3,618	1,914	3,717	1,966	4,101	2,170	3,909	2,068	3,763	1,991
INSTITUTION AVERAGE	5,147	2,723	5,864	3,103	7,046	3,728	6,455	3,415	5,801	3,069

Big Mac Index (June 2010) 1.89

4 Grade DS: appointed as University Lecturers, possess Bachelor degree and postgraduate qualification. There are three levels of professors: VK5, VK6, and VK7, where VK5 is the highest level and VK7 is the lowest. The salaries stated in the table are for VK7 Professors.

5 Grade DU: appointed as Medical Lecturers, possess MBBS and postgraduate qualification. There are three levels of professors: VK5, VK6, and VK7, where VK5 is the highest level and VK7 is the lowest. The salaries stated in the table are for VK7 Professors.

6 Average (Non-medical and Medical grades)

COUNTRY PROFILES: SALARIES

NEW ZEALAND	University of Waikato		Auckland University of Technology		Massey University		Lincoln University ⁷	
ANNUAL SALARY	NZD	PPP	NZD	PPP	NZD	PPP	NZD	PPP
PROFESSOR:								
Bottom of scale	120,563	89,972	117,226	87,482	121,714	90,831	118,440	88,388
Number of staff on this scale	103		27		118			
Actual average salary on this scale	–	–	132,954	99,219	137,650	102,724	–	–
ASSOCIATE PROFESSOR:								
Top of scale	117,941	88,016	124,123	92,629	121,857	90,938	117,460	87,657
Bottom of scale	103,527	77,259	106,883	79,764	104,317	77,849	103,060	76,910
Number of staff on this scale	83		38		117			
Actual average salary on this scale	110,734	82,637	112,089	83,649	112,533	83,980	–	–
SENIOR LECTURER:								
Top of scale	106,319	79,343	96,998	72,387	111,709	83,365	104,810	78,216
Bottom of scale	79,266	59,154	73,671	54,978	78,941	58,911	80,930	60,396
Number of staff on this scale	241		465		476			
Actual average salary on this scale	–	–	85,976	64,161	95,792	71,487	–	–
LECTURER:								
Top of scale	77,318	57,700	71,501	53,359	80,393	59,995	75,990	56,709
Bottom of scale	63,327	47,259	59,732	44,576	62,992	47,009	63,340	47,269
Number of staff on this scale	112		259		270			
Actual average salary on this scale	–	–	70,017	52,251	77,712	57,994	–	–
ASSOCIATE LECTURER:								
Top of scale	–	–	–	–	55,019	41,059	57,080	42,597
Bottom of scale	–	–	–	–	50,671	37,814	52,910	39,485
Number of staff on this scale					47			
Actual average salary on this scale	–	–	–	–	54,683	40,808	–	–
INSTITUTION AVERAGE			83,603	62,390	95,874	71,548		
Big Mac Index (June 2010) 1.34								
7 Salary scales obtained from Lincoln University Collective Employment Agreement July 2009-June 2010 < http://www.teu.ac.nz/?page_id=91 >								

University of Auckland ⁸		University of Canterbury ⁹		University of Otago ¹⁰		Victoria University of Wellington ¹¹		Average for New Zealand	
NZD	PPP	NZD	PPP	NZD	PPP	NZD	PPP	NZD	PPP
131,706	98,288	128,846	96,154	132,514	98,891	124,169	92,663	124,397	92,834
-	-	-	-	-	-	-	-	135,302	100,972
-	-	121,229	90,469	126,847	94,662	118,182	88,196	121,091	90,367
114,759	85,641	112,463	83,928	114,978	85,804	109,202	81,494	108,649	81,081
-	-	-	-	-	-	-	-	111,785	83,422
109,981	82,075	108,282	80,807	110,207	82,244	105,461	78,702	106,721	79,642
87,804	65,525	86,437	64,505	87,876	65,579	83,762	62,509	82,336	61,445
-	-	-	-	-	-	-	-	90,884	67,824
82,504	61,570	82,122	61,285	83,371	62,217	79,272	59,158	79,059	58,999
69,065	51,541	67,423	50,316	69,124	51,585	65,801	49,105	65,100	48,582
-	-	-	-	-	-	-	-	73,865	55,123
-	-	63,244	47,197	58,341	43,538	58,511	43,665	58,439	43,611
-	-	54,478	40,655	51,292	38,278	53,532	39,949	52,577	39,236
-	-	-	-	-	-	-	-	54,683	40,808
								89,738	66,969

8 Salary scales obtained from the University of Auckland Collective Employment Agreement July 2009-June 2010 <http://www.teu.ac.nz/?page_id=91>

9 Salary scales obtained from the University of Canterbury Collective Employment Agreement 2009-2012 <http://www.teu.ac.nz/?page_id=91>

10 Salary scales obtained from the University of Otago Collective Employment Agreement July 2009-June 2010 <http://www.teu.ac.nz/?page_id=91>

11 Salary scales obtained from the Victoria University of Wellington Collective Employment Agreement July 2009-June 2010 <http://www.teu.ac.nz/?page_id=91>

COUNTRY PROFILES: SALARIES

SINGAPORE	National University of Singapore (NUS)		Average for Singapore	
ANNUAL SALARY	SGD	PPP	SGD	PPP
PROFESSOR:				
Bottom of scale	168,000	148,673	168,000	148,673
Number of staff on this scale	350			
Actual average salary on this scale	230,000	203,540	230,000	203,540
ASSOCIATE PROFESSOR:				
Top of scale	204,000	180,531	204,000	180,531
Bottom of scale	90,000	79,646	90,000	79,646
Number of staff on this scale	700			
Actual average salary on this scale	153,000	135,398	153,000	135,398
ASSISTANT PROFESSOR				
Top of scale	144,000	127,434	144,000	127,434
Bottom of scale	72,000	63,717	72,000	63,717
Number of staff on this scale	550			
Actual average salary on this scale	105,000	92,920	105,000	92,920
LECTURER/INSTRUCTOR:				
Top of scale	105,000	92,920	105,000	92,920
Bottom of scale	30,000	26,549	30,000	26,549
Number of staff on this scale	200			
Actual average salary on this scale	64,000	56,637	64,000	56,637
INSTITUTION AVERAGE	143,417	126,917	143,417	126,917
Big Mac Index (June 2010) 1.13				

COUNTRY PROFILES: SALARIES

SOUTH AFRICA	Nelson Mandela Metropolitan University		Stellenbosch University ¹²		University of Pretoria		University of the Free State		Average for South Africa	
	ZAR	PPP	ZAR	PPP	ZAR	PPP	ZAR	PPP	ZAR	PPP
ANNUAL SALARY										
PROFESSOR:										
Bottom of scale	333,477	67,505	573,000	115,992	519,831	105,229	493,481	99,895	479,947	97,155
Number of staff on this scale	74		167							
Actual average salary on this scale	398,484	80,665	602,701	122,004	577,648	116,933	–	–	526,278	106,534
ASSOCIATE PROFESSOR:										
Top of scale	443,982	89,875	466,000	94,332	519,831	105,229	471,594	95,464	475,352	96,225
Bottom of scale	275,607	55,791	–	–	429,131	86,869	404,897	81,963	369,878	74,874
Number of staff on this scale	72		112							
Actual average salary on this scale	372,996	75,505	473,912	95,934	449,222	90,936	–	–	432,043	87,458
SENIOR LECTURER:										
Top of scale	349,362	70,721	402,000	81,377	444,780	90,036	404,897	81,963	400,260	81,024
Bottom of scale	216,882	43,903	–	–	355,111	71,885	333,193	67,448	301,729	61,079
Number of staff on this scale	142		206							
Actual average salary on this scale	303,288	61,394	408,563	82,705	389,383	78,822	–	–	367,078	74,307
LECTURER:										
Top of scale	288,732	58,448	322,000	65,182	398,886	80,746	375,660	76,045	346,320	70,105
Bottom of scale	171,027	34,621	–	–	311,331	63,022	282,389	57,164	254,916	51,602
Number of staff on this scale	208		279							
Actual average salary on this scale	184,092	37,266	325,526	65,896	331,050	67,014			280,223	56,725
INSTITUTION AVERAGE	277,624	56,199	430,255	87,096					353,940	71,648
Big Mac Index (June 2010) 4.94										
12 Stellenbosch University does not use scales; it has a rate for each rank, and it is possible to appoint an employee at 10% below or 25% above the rate for the rank										

COUNTRY PROFILES: SALARIES

UNITED KINGDOM ^{13,14}	Cardiff University		Courtauld Institute of Art		Goldsmiths University of London		Kingston University		Queen Mary, University of London		Queen's University Belfast	
	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP
PROFESSOR:												
Bottom of scale	52,952	86,312	59,335	96,716	59,117	96,361	51,459	83,878	61,831	100,785	57,649	93,968
Number of staff on this scale	380		9		79				246		198	
Actual average salary on this scale	80,881	131,836	–	–	–	–	–	–	78,088	127,283	71,442	116,450
READER/SENIOR LECTURER (pre-1992)/PRINCIPAL LECTURER (post-1992):												
Top of scale	55,535	90,522	–	–	58,170	94,817	54,490	88,819	55,258	90,071	58,917	96,035
Bottom of scale	45,155	73,603	–	–	49,144	80,105	47,299	77,097	49,421	80,556	46,510	75,811
Number of staff on this scale	370				117		298		246		231	
Actual average salary on this scale	52,069	84,872	–	–	–	–	52,498	85,572	55,449	90,382	51,939	84,661
LECTURER B/SENIOR LECTURER (post-1992):												
Top of scale	52,347	85,326	57,669	94,000	46,475	75,754	45,984	74,954	46,751	76,204	47,905	78,085
Bottom of scale	37,839	61,678	45,974	74,938	40,474	65,973	38,859	63,340	41,862	68,235	36,715	59,845
Number of staff on this scale	400		14		187		514		153		271	
Actual average salary on this scale	43,068	70,201	–	–	–	–	44,403	72,377	45,618	74,357	41,429	67,529
LECTURER A:												
Top of scale	37,839	61,678	44,697	72,856	38,281	62,398	37,790	61,598	39,627	64,592	38,951	63,490
Bottom of scale	29,853	48,660	32,881	53,596	34,307	55,920	34,764	56,665	37,519	61,156	29,853	48,660
Number of staff on this scale	71		7		18		234		78		113	
Actual average salary on this scale	33,094	53,943	–	–	–	–	35,997	58,675	37,656	61,379	34,088	55,563
INSTITUTION AVERAGE	56,984	92,884					44,829	73,071	59,152	96,418	50,704	82,648

Big Mac Index (June 2010) 1.63

13 A new single spine (consisting of 51 points) and grading structure were introduced in the UK in Autumn 2006; each institution is responsible for placing staff posts on the national pay spine.

14 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 more information see www.ucea.ac.uk and www.ucu.org.uk

University College London		University of Bath		University of Birmingham		University of Plymouth		University of Southampton		University of Stirling		Average for United Kingdom	
GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP
58,918	96,036	50,000	81,500	53,918	87,886	56,115	91,467	58,092	94,690	52,346	85,324	55,978	91,244
266		150		315				370		94			
61,891	100,882	69,829	113,821	74,351	121,192	-	-	-	-	67,840	110,579	72,046	117,435
52,347	85,326	52,347	85,326	68,302	111,332	52,347	85,326	56,794	92,574	55,535	90,522	56,367	91,879
47,905	78,085	45,155	73,603	50,822	82,840	45,155	73,603	45,155	73,603	45,155	73,603	46,989	76,592
494		193		96		220		480		81			
52,281	85,218	52,552	85,660	53,955	87,947	-	-	-	-	50,737	82,701	52,685	85,876
43,840	71,459	43,840	71,459	68,302	111,332	43,840	71,459	43,840	71,459	47,905	78,085	49,058	79,965
36,715	59,845	36,715	59,845	45,155	73,603	36,715	59,845	34,607	56,409	36,715	59,845	39,029	63,617
378		162		331		408		694		104			
42,479	69,241	42,420	69,145	51,549	84,025	-	-	-	-	42,163	68,725	44,141	71,950
35,646	58,103	-	-	49,342	80,427	35,646	58,103	33,600	54,768	35,646	58,103	38,824	63,283
32,620	53,171	-	-	36,715	59,845	30,747	50,118	29,853	48,660	29,853	48,660	32,633	53,192
66				434		57		955		35			
34,720	56,594	-	-	42,728	69,647	-	-	-	-	33,427	54,485	35,959	58,612
50,364	82,094	54,434	88,727	54,598	88,994					51,087	83,273	52,769	86,013

Appendix 2

COUNTRY PROFILES: BENEFITS

AUSTRALIA	Bond University	Charles Sturt University	Deakin University
PENSION SCHEME			
Pension provided?	No	Yes	Yes
Employee contribution (% of salary)	N/A	7%	7%
University contribution (% of salary)	N/A	17%	17%
Type of pension	N/A	Final salary/defined benefit	Final salary/defined benefit
MEDICAL AID			
University scheme provided?	No	No	No
Contributory/non-contributory/other	N/A	N/A	N/A
University contribution (%)	N/A	N/A	N/A
% of medical costs covered	N/A	N/A	N/A
LEAVE			
Annual leave	20 days ¹	20 days	20 days
Long service leave	13 weeks after 10 years' continuous service	8 weeks after 10 years' service ²	13 weeks after 7 years' service ³
Sabbatical/study leave	N/A	Up to 6 months after 5 years' service	3-6 months after 5 years' service
Unpaid leave	N/A		Up to 12 months after 5 years' service
FAMILY LEAVE			
Maternity leave – paid	12 weeks	26 weeks	Up to 42 weeks
Maternity leave – unpaid	N/A	Up to 2 years	Up to 52 weeks
Paternity leave – paid	Up to 2 weeks	N/A	Up to 5 days
Paternity leave – unpaid	N/A	N/A	51 weeks
Adoption leave – paid	Up to 2 weeks	26 weeks	16 weeks
Adoption leave – unpaid	N/A	Up to 2 years	52 weeks
Family/carer leave – paid	Unspecified	10 days per year	Up to 10 days per year
Family/carer leave – unpaid	N/A	1 year	78 weeks
ADDITIONAL BENEFITS			
Housing allowance/university housing?	N/A	No	No
Loan of vehicle?	N/A	No	No
Free tuition allowance for dependants?	N/A	No	No
Childcare allowance?	N/A	No	No
Discretionary bonuses/market adjustment?	N/A	Yes	Yes
Sign-on bonuses?	N/A	No	Yes
Bonuses in critical discipline areas?	N/A	Yes	Yes
Disability allowances?	N/A	No	No
Professional expenses/development allowance?	N/A	No	Yes
OTHER BENEFITS			
Optical care?	N/A	No	No
Dental care?	N/A	No	No
Relocation allowance?	N/A	Yes	Yes
Life insurance?	N/A	No	No
Laptop/mobile phone allowance?	N/A	No	No
Any other benefits not indicated above	N/A		

1 Employees are entitled to 4 weeks' leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.

2 Employees are entitled to 2 months' long service leave, which can be taken after 10 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.

3 Employees are entitled to 65 days' long service leave, which can be taken after 10 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.

Edith Cowan University	La Trobe University	Queensland University of Technology	Swinburne University of Technology
Yes	Yes	Yes	Yes
Up to 7%		7%	8.25%
Up to 17%	17%	17%	17%
Defined benefit indexed pension or flexi pension	Final salary/defined benefit	Final salary/defined benefit	Final salary/defined benefit
No	No	Yes	Staff are offered health insurance
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
20 days ⁴	20 days	20 days	20 days
13 weeks after 10 years' service	13 weeks after 10 years' continuous service	13 weeks after 10 years' service ⁶	13 weeks after 10 years' service ⁸
6-12 months after 3-6 years' service ⁵	N/A	1 month after 2 years' service ⁷	N/A
26 weeks	2-36 weeks	26 weeks	52 weeks
52 weeks	Up to 52 weeks	26 weeks	N/A
N/A	15 days	5 days	3 weeks
3 weeks	Up to 52 weeks	52 weeks	N/A
26 weeks	Up to 36 weeks	Up to 26 weeks	52 weeks
52 weeks	Up to 52 weeks	26-52 weeks	N/A
12.5 days per year	15 days per year	17 days per year	15 days per year
1 year	N/A	Unpaid family/carer leave is permitted at the discretion of the authorising officer	N/A
No	N/A	No	Yes
No	Yes	No	Yes
No	N/A	No	No
No	N/A	No	No
Yes	Yes	Yes	No
No	N/A	No	Yes
Yes	N/A	No	Yes
Yes	N/A	No	No
Yes	Yes	Yes	Yes
No	N/A	No	No
No	N/A	No	No
Yes	Yes	No	Yes
Yes	N/A	No	No
No	N/A	No	No
<p>4 Employees are entitled to 4 weeks' leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>5 Employees are entitled to 52 weeks' sabbatical leave, which can be taken in full after 6 years' service, or 26 weeks after 3 years. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>6 Employees are entitled to 6.5 days per year long service leave, which can be taken after 10 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>7 Employees are entitled to 20 days' sabbatical leave, which can be taken in full after 2 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>8 Employees are entitled to 6.5 days per year long service leave, which can be taken after 10 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>			

COUNTRY PROFILES: BENEFITS

AUSTRALIA	University College London (Australia)	University of New England	University of New South Wales
PENSION SCHEME			
Pension provided?	Yes	Yes	Yes
Employee contribution (% of salary)	6.35%	7%	7%
University contribution (% of salary)	16%	17%	17%
Type of pension	Final salary/defined benefit	Final salary/defined benefit	Defined benefit and accumulation
MEDICAL AID			
University scheme provided?	Health insurance is provided for non-Australian citizens	No	No
Contributory/non-contributory/other	Non-contributory	N/A	N/A
University contribution (%)	N/A	N/A	N/A
% of medical costs covered	N/A	N/A	N/A
LEAVE			
Annual leave	27 days	20 days	20 days
Long service leave	13 weeks after 10 years' service	13 weeks after 15 years' service ⁹	12 weeks after 10 years' service ¹⁰
Sabbatical/study leave	One semester	10 months after 5 years' service	6-12 months total SSP (subject to dean/academic deputy vice-chancellor approval)
Unpaid leave	Up to 1 year career break after 2 years' service		
FAMILY LEAVE			
Maternity leave – paid	Up to 27 weeks	Up to 52 weeks	Up to 52 weeks
Maternity leave – unpaid	34 weeks	Up to 26 weeks	26 weeks
Paternity leave – paid	2 weeks	2 weeks	2 weeks
Paternity leave – unpaid	N/A	Up to 6 weeks	50 weeks
Adoption leave – paid	Up to 27 weeks	Up to 24 weeks	Up to 52 weeks
Adoption leave – unpaid	34 weeks	Up to 52 weeks	26 weeks
Family/carer leave – paid	10-20 days	10 days per year	10-12 days per year
Family/carer leave – unpaid	Up to 6 months	N/A	Unpaid family/carer leave is subject to the vice-chancellor's approval
ADDITIONAL BENEFITS			
Housing allowance/university housing?	No	N/A	Yes
Loan of vehicle?	No	No	Yes
Free tuition allowance for dependants?	No	N/A	No
Childcare allowance?	No	N/A	No
Discretionary bonuses/market adjustment?	No	Yes	Yes
Sign-on bonuses?	No	No	No
Bonuses in critical discipline areas?	No	No	Yes
Disability allowances?	No	No	Yes
Professional expenses/development allowance?	No	No	Yes
OTHER BENEFITS			
Optical care?	No	No	No
Dental care?	No	No	No
Relocation allowance?	Yes	Yes	Yes
Life insurance?	No	No	No
Laptop/mobile phone allowance?	No	No	No
Any other benefits not indicated above			
<p>9 Employees are entitled to 6.5 days per year long service leave, which can be taken after 15 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>10 Employees are entitled to 3 months' long service leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>			

University of Southern Queensland	University of Sydney
Yes	Yes
7%	0-9%
17%	17%
Final salary/defined benefit	Defined benefit and accumulation
No	No
N/A	N/A
N/A	N/A
N/A	N/A
20 days	20 days
13 weeks after 10 years' continuous service	4 weeks ¹¹
10 months after 5 years' continuous service	3 months after 10 years' service, then 2 weeks extra each year
	6 months
26 weeks	Up to 38 weeks
26 weeks	Up to 52 weeks
2 weeks	1 week ¹²
Up to 50 weeks	Up to 52 weeks
26 weeks	Up to 38 weeks
26 weeks and 2 days	Up to 52 weeks
2 days per year	
Recreation leave, unpaid leave, time off in lieu, or 'make-up time' may also be taken for the purpose of providing care to a family member with the consent of the university	
No	Yes
No	Yes
No	No
No	No
Yes	Yes
No	No
Yes	Yes
No	No
Yes	Yes
No	No
No	No
No	Yes
No	No
No	No
<p>11 Employees are entitled to 20 days' long service leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>12 Employees are entitled to 5 days' paid paternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>	

COUNTRY PROFILES: BENEFITS

AUSTRALIA	University of Western Australia	University of Wollongong
PENSION SCHEME		
Pension provided?	Yes	Yes
Employee contribution (% of salary)	7%	Up to 7%
University contribution (% of salary)	17%	Up to 17%
Type of pension	Final salary/defined benefit	Final salary/defined benefit
MEDICAL AID		
University scheme provided?	No	No
Contributory/non-contributory/other	N/A	N/A
University contribution (%)	N/A	N/A
% of medical costs covered	N/A	N/A
LEAVE		
Annual leave	20 days ¹³	20 days ¹⁵
Long service leave	13 weeks after 10 years' service	13 weeks after 10 years' service ¹⁶
Sabbatical/study leave	12 months after 6 years' service ¹⁴	12 months after 5 years' service
Unpaid leave		
FAMILY LEAVE		
Maternity leave – paid	14-28 weeks	14 weeks
Maternity leave – unpaid	104 weeks	Up to 52 weeks
Paternity leave – paid	2 weeks	5 days
Paternity leave – unpaid	2 weeks	N/A
Adoption leave – paid	Up to 28 weeks	14 weeks
Adoption leave – unpaid	104 weeks	Up to 52 weeks
Family/carer leave – paid	3 days per year	Unlimited/discretionary
Family/carer leave – unpaid	1 year (discretionary)	Yes
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	No
Loan of vehicle?	No	Yes
Free tuition allowance for dependants?	No	No
Childcare allowance?	No	No
Discretionary bonuses/market adjustment?	Yes	Yes
Sign-on bonuses?	Yes	Yes
Bonuses in critical discipline areas?	Yes	No
Disability allowances?	No	No
Professional expenses/development allowance?	Yes	Yes
OTHER BENEFITS		
Optical care?	No	No
Dental care?	No	No
Relocation allowance?	Yes	Yes
Life insurance?	No	Yes
Laptop/mobile phone allowance?	No	Yes
Any other benefits not indicated above		Leave loading of 17.5% capped at AUD 995 per year, paid as a lump sum annually. There is also a maternity leave return to work grant of 12 weeks' pay which can be taken in various ways
<p>13 Employees are entitled to 4 weeks' leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>14 Employees are entitled to 52 weeks' sabbatical leave which can be taken in full after 6 years' service or 26 weeks after 3 years. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>15 Employees are entitled to 4 weeks' annual leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>16 Employees are entitled to 65 days' long service leave, which can be taken after 10 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>		

COUNTRY PROFILES: BENEFITS

CANADA		Concordia University College of Alberta
PENSION SCHEME		
Pension provided?	Yes	
Employee contribution (% of salary)	Up to 4%	
University contribution (% of salary)	Up to 100%	
Type of pension	Both defined benefit and defined contribution	
MEDICAL AID		
University scheme provided?	Yes	
Contributory/non-contributory/other	Other	
University contribution (%)	67%	
% of medical costs covered	80-90%	
LEAVE		
Annual leave	20-25 days ¹⁷	
Long service leave	N/A	
Sabbatical/study leave	6-12 months after 7 years' service	
Unpaid leave		
FAMILY LEAVE		
Maternity leave – paid	27 weeks	
Maternity leave – unpaid	25 weeks	
Paternity leave – paid	12 weeks	
Paternity leave – unpaid	23 weeks	
Adoption leave – paid	12-27 weeks	
Adoption leave – unpaid	23-25 weeks	
Family/carer leave – paid	N/A	
Family/carer leave – unpaid	N/A	
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	
Loan of vehicle?	No	
Free tuition allowance for dependants?	Yes	
Childcare allowance?	No	
Discretionary bonuses/market adjustment?	Yes	
Sign-on bonuses?	No	
Bonuses in critical discipline areas?	No	
Disability allowances?	Yes	
Professional expenses/development allowance?	Yes	
OTHER BENEFITS		
Optical care?	Yes	
Dental care?	Yes	
Relocation allowance?	Yes	
Life insurance?	Yes	
Laptop/mobile phone allowance?	Yes	
Any other benefits not indicated above		

¹⁷ Employees are entitled to 4-5 weeks' annual leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.

COUNTRY PROFILES: BENEFITS

CANADA		McGill University
PENSION SCHEME		
Pension provided?	Yes	
Employee contribution (% of salary)	5%	
University contribution (% of salary)	5-10%	
Type of pension	Money purchase/defined contribution	
MEDICAL AID		
University scheme provided?	Yes	
Contributory/non-contributory/other	Contributory	
University contribution (%)	50%	
% of medical costs covered	75-100%	
LEAVE		
Annual leave	20 days ¹⁸	
Long service leave	N/A	
Sabbatical/study leave	6-12 months after 6 years' service	
Unpaid leave	Employees are entitled to up to 2 years of unpaid leave of absence	
FAMILY LEAVE		
Maternity leave – paid	20 weeks	
Maternity leave – unpaid	N/A	
Paternity leave – paid	5 days	
Paternity leave – unpaid	N/A	
Adoption leave – paid	1 week ¹⁹	
Adoption leave – unpaid	N/A	
Family/carer leave – paid	11 weeks	
Family/carer leave – unpaid	52 weeks	
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	
Loan of vehicle?	No	
Free tuition allowance for dependants?	Yes	
Childcare allowance?	No	
Discretionary bonuses/market adjustment?	Yes	
Sign-on bonuses?	No	
Bonuses in critical discipline areas?	Yes	
Disability allowances?	N/A	
Professional expenses/development allowance?	Yes	
OTHER BENEFITS		
Optical care?	Yes	
Dental care?	Yes	
Relocation allowance?	Yes	
Life insurance?	Yes	
Laptop/mobile phone allowance?	Yes	
Any other benefits not indicated above	Educational assistance: 100% of tuition fees for credit courses for academic and administrative employees Employee assistance program: counselling and referral service for employees and their family Accidental death and dismemberment Short-term and Long-term disability Parking and adapted transport service: for staff with disabilities Emergency travel assistance: part of medical plan	
<p>18 Employees are entitled to 4 weeks' annual leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>19 Employees are entitled to 5 days' paid adoption leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>		

University of British Columbia	
PENSION SCHEME	
Pension provided?	Yes
Employee contribution (% of salary)	5-13.2%
University contribution (% of salary)	10-20%
Type of pension	Money purchase/defined contribution
MEDICAL AID	
University scheme provided?	Yes
Contributory/non-contributory/other	Contributory
University contribution (%)	0-100%
% of medical costs covered	80-100%
LEAVE	
Annual leave	20 days ²⁰
Long service leave	N/A
Sabbatical/study leave	6-12 months
Unpaid leave	N/A
FAMILY LEAVE	
Maternity leave – paid	27 weeks
Maternity leave – unpaid	Up to 52 weeks
Paternity leave – paid	12 weeks
Paternity leave – unpaid	Up to 37 weeks
Adoption leave – paid	12 weeks
Adoption leave – unpaid	Up to 37 weeks
Family/carer leave – paid	6 weeks
Family/carer leave – unpaid	Up to 8 weeks
ADDITIONAL BENEFITS	
Housing allowance/university housing?	Yes
Loan of vehicle?	No
Free tuition allowance for dependants?	Yes
Childcare allowance?	No
Discretionary bonuses/market adjustment?	Yes
Sign-on bonuses?	N/A
Bonuses in critical discipline areas?	No
Disability allowances?	No
Professional expenses/development allowance?	Yes
OTHER BENEFITS	
Optical care?	Yes
Dental care?	Yes
Relocation allowance?	Yes
Life insurance?	Yes
Laptop/mobile phone allowance?	No
Any other benefits not indicated above	Long term disability: 100% faculty-paid Optional life and optional accidental death and dismemberment: 100% faculty-paid Employee and family assistance program: 70% faculty-paid
20 Employees are entitled to 4 weeks' annual leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.	

COUNTRY PROFILES: BENEFITS

CANADA	University of Toronto	Wilfrid Laurier University
PENSION SCHEME		
Pension provided?	Yes	Yes
Employee contribution (% of salary)	4.5-6%	7%
University contribution (% of salary)	11%	8.8%
Type of pension	Final salary/defined benefit	Money purchase with a Minimum Guarantee Benefit
MEDICAL AID		
University scheme provided?	N/A	Yes
Contributory/non-contributory/other	Other	Non-contributory
University contribution (%)	Other	100%
% of medical costs covered	Medical costs are covered by OHIP, and the university provides additional coverage such as drugs and paramedical services through various university plans noted in the 'Other benefits' section below	100%
LEAVE		
Annual leave	N/A	Up to 25 days
Long service leave	N/A	N/A
Sabbatical/study leave	6-12 months after 6 years' service	12 months after 6 years' service
Unpaid leave	N/A	N/A
FAMILY LEAVE		
Maternity leave – paid	20-30 weeks	Up to 29 weeks
Maternity leave – unpaid	22 weeks	Up to 52 weeks
Paternity leave – paid	10 weeks	12 weeks
Paternity leave – unpaid	27 weeks	Up to 52 weeks
Adoption leave – paid	17-27 weeks	12 weeks
Adoption leave – unpaid	10 weeks	N/A
Family/carer leave – paid	Arranged with the relevant department	N/A
Family/carer leave – unpaid	N/A	N/A
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	No
Loan of vehicle?	No	No
Free tuition allowance for dependants?	Yes	Yes
Childcare allowance?	Yes	No
Discretionary bonuses/market adjustment?	Yes	Yes
Sign-on bonuses?	No	No
Bonuses in critical discipline areas?	No	No
Disability allowances?	No	Yes
Professional expenses/development allowance?	Yes	Yes
OTHER BENEFITS		
Optical care?	Yes	No
Dental care?	Yes	Yes
Relocation allowance?	No	Yes
Life insurance?	Yes	Yes
Laptop/mobile phone allowance?	N/A	No
Any other benefits not indicated above	Hospitalisation (semi-private) EHC plan: CAD 25 per year deductible for drugs, paramedical coverage, medical devices etc Emergency out of country travel coverage: part of EHC plan Long term disability: 70% of employee salary to a maximum of CAD 125,000	

COUNTRY PROFILES: BENEFITS

MALAYSIA		National University of Malaysia	
PENSION SCHEME			
Pension provided?	Yes		
Employee contribution (% of salary)	N/A		
University contribution (% of salary)	17.5%		
Type of pension	Normally half of the last paid salary		
MEDICAL AID			
University scheme provided?	Yes		
Contributory/non-contributory/other	Contributory		
University contribution (%)	N/A		
% of medical costs covered	100% (for government hospitals)		
LEAVE			
Annual leave	25 days		
Long service leave	1 week after 10 years' service ²¹		
Sabbatical/study leave	5-9 months sabbatical leave after 3-5 years' service		
Unpaid leave			
FAMILY LEAVE			
Maternity leave – paid	18 weeks ²²		
Maternity leave – unpaid	1,825 days (or maximum for 5 years)		
Paternity leave – paid	7 days		
Paternity leave – unpaid	N/A		
Adoption leave – paid	N/A		
Adoption leave – unpaid	N/A		
Family/carer leave – paid	6 months at half pay		
Family/carer leave – unpaid	N/A		
ADDITIONAL BENEFITS			
Housing allowance/university housing?	Yes Professor: MYR 1,300 Associate Professor: MYR 900 Senior Lecturer and Lecturer: MYR 700		
Loan of vehicle?	Yes		
Free tuition allowance for dependants?	N/A		
Childcare allowance?	N/A		
Discretionary bonuses/market adjustment?	N/A		
Sign-on bonuses?	Yes		
Bonuses in critical discipline areas?	Yes		
Disability allowances?	N/A		
Professional expenses/development allowance?	Yes		
OTHER BENEFITS			
Optical care?	No		
Dental care?	Yes		
Relocation allowance?	Yes		
Life insurance?	Yes		
Laptop/mobile phone allowance?	Yes		
Any other benefits not indicated above	Entertainment allowance: monthly allowance allocated as follows: – Professor: MYR 2,500 – Associate Professor: MYR 800 – Senior Lecturer: MYR 600 – Lecturer: MYR 300 Special grade allowance: Professor: MYR 1,000 per month	Helper allowance: Professor: MYR 500 per month Housing/maintenance allowance: Professor: MYR 2,000 per year Cost of living allowance: Associate Professors, Senior Lecturers and Lecturers: MYR 300 per month	Loans, e.g. for housing and computer Mileage claim Transportation allowance Hotel/lodging/food allowance Clothing allowances: visiting cold weather countries or receiving awards Stationery/books allowance and family allowance for study leave

FOOTNOTE

- 21 Employees are entitled to 5 days' LSL, which can be taken after 10 years' service. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.
- 22 Female employees are entitled to 60 days' maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.

COUNTRY PROFILES: BENEFITS

MALAYSIA		University of Malaya
PENSION SCHEME		
Pension provided?	Yes	
Employee contribution (% of salary)	11% Paid into employee's Provident Fund and transferred to a Pension Fund once the employee is placed on the pension scheme	
University contribution (% of salary)	17.5%	
Type of pension	Permanent employees who opt for the pension scheme after being confirmed in service will receive monthly pension of $1/600 \times$ completed months of service \times last drawn basic salary after retirement	
MEDICAL AID		
University scheme provided?	Yes	
Contributory/non-contributory/other	N/A	
University contribution (%)	N/A	
% of medical costs covered	N/A	
LEAVE		
Annual leave	21-30 days	
Long service leave	N/A	
Sabbatical/study leave	5-9 months' sabbatical leave after 3-5 years	
Unpaid leave		
FAMILY LEAVE		
Maternity leave – paid	12 weeks	
Maternity leave – unpaid	Up to 5 years	
Paternity leave – paid	7 days	
Paternity leave – unpaid	N/A	
Adoption leave – paid	N/A	
Adoption leave – unpaid	N/A	
Family/carer leave – paid	N/A	
Family/carer leave – unpaid		
ADDITIONAL BENEFITS		
Housing allowance/university housing?	Yes Professor: MYR 15,600 Associate Professor: MYR 10,800 Senior Lecturer and Lecturer: MYR 8,400	
Loan of vehicle?	Yes Professor: MYR 70,000 Associate Professor, Senior Lecturer and Lecturer: MYR 65,000	
Free tuition allowance for dependants?	No	
Childcare allowance?	No	
Discretionary bonuses/market adjustment?	Yes	
Sign-on bonuses?	No	
Bonuses in critical discipline areas?	Yes	
Disability allowances?	No	
Professional expenses/development allowance?	Yes The university provides the following: – financial assistance to permanent employees to attend conferences, seminars, workshops and courses. Eligibility for contract staff is a minimum 2 years of service for conferences and seminars and a minimum 1 year of service for workshops and courses – allowances for permanent employees to develop themselves during sabbatical leave – allowances to pursue fellowships, PhDs, sub-speciality training and postdoctoral programmes during study leave – sponsor registration and yearly membership fees for one professional body	

University of Malaya (cont.)	
OTHER BENEFITS	
Optical care?	No
Dental care?	Yes
Relocation allowance?	N/A
Life insurance?	No
Laptop/mobile phone allowance?	<p>The university provides subsidies to purchase a cell phone for academic staff holding an administrative post:</p> <ul style="list-style-type: none"> - Professor: MYR 2,000 - Associate Professor: MYR 1,000 - Senior Lecturer: MYR 750 <p>The university also has an allowance for cell phone calls for academic staff holding administrative posts:</p> <ul style="list-style-type: none"> - Professor: MYR 2,100 per year - Associate Professor and Senior Lecturer: MYR 1,200
Any other benefits not indicated above	<p>Entertainment allowances: annual allowances allocated as follows:</p> <ul style="list-style-type: none"> - Professor: MYR 30,000 - Associate Professor: MYR 9,600 - Senior Lecturer: MYR 7,200 - Lecturer: MYR 6,000 <p>Special grade post allowance: Professor: MYR 12,000 per year</p> <p>Special incentive payment: Professors in medicine, dentistry, engineering, accounting, architecture and quantity surveying: 50% of Special Grade Post Allowance</p> <p>Specialist incentive payment: annual payment given to specialists with recognised specialist qualifications serving in clinical departments at the Faculties of Medicine and Dentistry:</p> <ul style="list-style-type: none"> - Professor: MYR 37,200 - Associate Professor: MYR 33,600 - Senior Lecturer: MYR 30,000 - Lecturer: MYR 24,000 <p>Incentive allowance: annual allowance given to academic staff serving in non-clinical departments at the Faculties of Medicine and Dentistry:</p> <ul style="list-style-type: none"> - Professor: MYR 29,760 - Associate Professor: MYR 26,880 - Senior Lecturer: MYR 24,000 - Lecturer: MYR 19,200 <p>Maid allowance: Professor: MYR 6,000 per year</p> <p>House maintenance assistance: Professor: MYR RM2,000 per year</p> <p>Cost of living allowance: MYR 3,600 per year</p>

COUNTRY PROFILES: BENEFITS

NEW ZEALAND		Auckland University of Technology
PENSION SCHEME		
Pension provided?	Yes	
Employee contribution (% of salary)	2-8%	
University contribution (% of salary)	2-9.3%	
Type of pension	Final salary/defined benefit	
MEDICAL AID		
University scheme provided?	Yes	
Contributory/non-contributory/other	Non-contributory	
University contribution (%)		
% of medical costs covered		
LEAVE		
Annual leave	25 days ²³	
Long service leave	N/A	
Sabbatical/study leave	Sabbatical leave: 6 months after 3 years' service PhD leave: 6 months after 3 years' service	
Unpaid leave		
FAMILY LEAVE		
Maternity leave – paid	6 weeks	
Maternity leave – unpaid	52 weeks	
Paternity leave – paid	6 weeks	
Paternity leave – unpaid	52 weeks	
Adoption leave – paid	6 weeks	
Adoption leave – unpaid	52 weeks	
Family/carer leave – paid	N/A	
Family/carer leave – unpaid	N/A	
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	
Loan of vehicle?	Yes	
Free tuition allowance for dependants?	No	
Childcare allowance?	No	
Discretionary bonuses/market adjustment?	Yes	
Sign-on bonuses?	Yes	
Bonuses in critical discipline areas?	No	
Disability allowances?	No	
Professional expenses/development allowance?	Yes	
OTHER BENEFITS		
Optical care?	Yes	
Dental care?	No	
Relocation allowance?	Yes	
Life insurance?	No	
Laptop/mobile phone allowance?	Yes	
Any other benefits not indicated above	Special responsibility allowances Acting higher duties Discretionary leave buy-outs	
<p>23 Employees are entitled to 5 weeks' annual leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>		

Lincoln University	Massey University
Yes	Yes
2-6.5%	5%
See above	6.75%
Both defined benefit and defined contribution	Money purchase/defined contribution
No	Yes
N/A	Contributory
N/A	0%
N/A	Variable
30 days	20 days
Employees are entitled to a maximum of 20 days (pro rata) after 20 years' service	N/A
Up to 1 year. The university may also offer additional conference leave	Approximately 10 months after 7 years' service
Up to 6 weeks	6 weeks
Up to 46 weeks	46 weeks
Up to 6 weeks	6 weeks
Up to 46 weeks	N/A
Up to 6 weeks	6 weeks
Up to 46 weeks	46 weeks
Up to 150 days per year	Unspecified
Unspecified	Unspecified
No	No
Yes	No
No	No
No	No
Yes	No
No	Yes
No	No
No	No
Yes	No
Yes	Yes
No	No
No	Yes
No	No
No	Yes
Bereavement/tangihanga leave: unspecified leave on full pay to discharge the employee's obligation and/or to pay their respects to a deceased person with whom they have had a close association. This may exist because of blood or family ties, or because of particular cultural requirements. The employer may place terms and conditions upon the granting of leave as the employer 'deems necessary'	
Leave for Maori land court and Waitangi tribunal hearings: up to 10 days' paid leave per year.	
Employees are required to submit an application outlining the basis on which this leave is sought	

COUNTRY PROFILES: BENEFITS

NEW ZEALAND		University of Auckland ²⁴
PENSION SCHEME		
Pension provided?	Yes	
Employee contribution (% of salary)	2-8%	
University contribution (% of salary)	– NZUSS: Up to 6.75% – KiwiSaver: 2%	
Type of pension	Both defined benefit and defined contribution	
MEDICAL AID		
University scheme provided?	No	
Contributory/non-contributory/other	N/A	
University contribution (%)	N/A	
% of medical costs covered	N/A	
LEAVE		
Annual leave	20 days ²⁵	
Long service leave		
Sabbatical/study leave	Up to 1 year after 6 years' service. The university also offers unspecified shorter periods of leave to attend conferences etc, which should not exceed 4 weeks (for which research and study leave or unpaid leave should be used)	
Unpaid leave	Up to 2 years. May be extended to 3 years in exceptional cases, subject to dean's approval	
FAMILY LEAVE		
Maternity leave – paid	Up to 9 weeks ²⁶	
Maternity leave – unpaid	Up to 52 weeks	
Paternity leave – paid	Up to 9 weeks	
Paternity leave – unpaid	1-2 weeks	
Adoption leave – paid	Up to 9 weeks	
Adoption leave – unpaid	Up to 52 weeks	
Family/carer leave – paid	Unspecified	
Family/carer leave – unpaid	Unspecified	
ADDITIONAL BENEFITS		
Housing allowance/university housing?		
Loan of vehicle?		
Free tuition allowance for dependants?		
Childcare allowance?		
Discretionary bonuses/market adjustment?	Yes	
Sign-on bonuses?		
Bonuses in critical discipline areas?		
Disability allowances?		
Professional expenses/development allowance?		
OTHER BENEFITS		
Optical care?	Yes	
Dental care?		
Relocation allowance?		
Life insurance?		
Laptop/mobile phone allowance?		
Any other benefits not indicated above		

FOOTNOTES

24 Main source: University of Auckland Academic Staff Collective Agreement 1 July 2009-30 June 2010

25 Employees are entitled to 4 weeks' annual leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey

26 For more information on parental leave, see www.auckland.ac.nz/uoaeo-parental-leave-policy

University of Canterbury	
Yes	
2-8%	
– NZUSS: Up to 6.75%	
– KiwiSaver: 2%	
Both defined benefit and defined contribution	
20-25 days	
Employees are entitled to 4 weeks' leave after 10 years' service, increasing by 2 weeks for every year's service, up to a maximum of 52 weeks after 34 years' service	
Up to 1 year after 6 years' service. The university also offers professional development leave to Senior Tutors to complete qualifications, attend conferences, etc, which are considered to contribute to their professional development	
Unspecified	
For e.g. overseas conferences. Determined on a case-by-case basis	
Up to 9 weeks	
Up to 52 weeks	
Up to 9 weeks	
Up to 52 weeks	
Up to 9 weeks	
Up to 52 weeks	
5-8 days per year	
Unspecified	
Yes	
Yes	
Yes	
Bereavement/tangihanga leave: unspecified leave on full pay to discharge the employee's obligation and/or to pay their respects to a deceased person with whom they have had a close association. This may exist because of blood or family ties, or because of particular cultural requirements. In granting time off for this purpose, and for how long, the employer must do so in a 'culturally sensitive manner'. If paid special bereavement/tangihanga leave is not considered to be appropriate, then annual leave or leave without pay may be granted Leave for Maori land court and Waitangi tribunal hearings: up to 10 days' paid leave per year. Employees are required to submit an application outlining the basis on which this leave is sought	Retirement leave: Leave on full pay, or equivalent lump sum, after continuous full- or part-time service: – 10 years: 1 calendar month – 12 years: 2 calendar months – 14 years: 3 calendar months – 16 years: 4 calendar months – 18 years: 5 calendar months – 20 years: 6 calendar months

COUNTRY PROFILES: BENEFITS

NEW ZEALAND		University of Otago ²⁷
PENSION SCHEME		
Pension provided?	Yes	
Employee contribution (% of salary)	2-8% ²⁸	
University contribution (% of salary)	– NZUSS: Up to 6.75% – KiwiSaver: 2%	
Type of pension	Both defined benefit and defined contribution	
MEDICAL AID		
University scheme provided?	No	
Contributory/non-contributory/other	N/A	
University contribution (%)	N/A	
% of medical costs covered	N/A	
LEAVE		
Annual leave	25 days	
Long service leave	N/A	
Sabbatical/study leave	Up to 1 year after 7 years' service. The university may also offer conference leave and unspecified professional development leave to senior employees at the discretion of the university	
Unpaid leave		
FAMILY LEAVE		
Maternity leave – paid	Up to 12 weeks ²⁹	
Maternity leave – unpaid	Up to 52 weeks	
Paternity leave – paid	2 weeks	
Paternity leave – unpaid	Up to 52 weeks	
Adoption leave – paid	Up to 12 weeks	
Adoption leave – unpaid	Up to 52 weeks	
Family/carer leave – paid	Up to 8 days per year	
Family/carer leave – unpaid	Unspecified	
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	
Loan of vehicle?	No	
Free tuition allowance for dependants?	No	
Childcare allowance?	No	
Discretionary bonuses/market adjustment?	Yes	
Sign-on bonuses?	No	
Bonuses in critical discipline areas?	No	
Disability allowances?	No	
Professional expenses/development allowance?	Yes	
OTHER BENEFITS		
Optical care?	No	
Dental care?	No	
Relocation allowance?	No	
Life insurance?	No	
Laptop/mobile phone allowance?	No	
Any other benefits not indicated above	<p>Bereavement/tangihanga leave: unspecified leave on full pay to discharge the employee's obligation and/or to pay their respects to a deceased person with whom they have had a close association. In granting time off for this purpose, and for how long, the employer must do so in a 'culturally sensitive manner'. If paid special bereavement/tangihanga leave is not considered to be appropriate, then annual leave or leave without pay may be granted</p> <p>Leave for Maori land court and Waitangi tribunal hearings: up to 10 days' paid leave per year, subject to departmental convenience. Employees are required to submit an application outlining the basis on which this leave is sought</p>	

FOOTNOTES

- 27 Main source: University of Otago Academic Staff Collective Employment Agreement 1 July 2009
- 28 For more information on pensions, see www.otago.ac.nz/humanresources/hr/employment/superannuation.php and https://www.superfacts.com/files/superfacts_au/document/201023125320pfulen12957.pdf
- 29 For more information on parental leave, see <https://docushare.otago.ac.nz/docushare/dsweb/Get/Document-11130/ParentalLeavePolicy.pdf>

University of Waikato	Victoria University of Wellington ³⁰
Yes	Yes
Variable	2-6.5%
Up to 9.1%	Up to 6.75%
Money purchase/defined benefit	Both defined benefit and defined contribution
No	
N/A	
N/A	
N/A	
20 days	20 days ³¹
N/A	N/A
8 days per year	4-12 months after 2-6 years' service. The university also offers conference leave on full pay to Assistant Lecturers and above of 14-25 days (42 in exceptional cases), with allowances up to a maximum of NZD 5,570 for overseas conferences and NZD 1,012 for conferences in New Zealand
	Unspecified
14 weeks	Up to 9 weeks
Up to 52 weeks	Up to 52 weeks
Up to 2 weeks	Up to 9 weeks
Up to 52 weeks	Up to 52 weeks
14 weeks	Up to 9 weeks
Up to 52 weeks	Up to 52 weeks
5 days per year	
N/A	Unspecified
No	
No	No
No	
No	
No	Yes
No	
No	
No	
Yes	
No	Yes
No	
No	
No	
No	
	<p>FOOTNOTES</p> <p>30 Main source: Victoria University of Wellington Academic Staff Collective Agreement 1 July 2009-30 June 2010</p> <p>31 Employees are entitled to 4 weeks' annual leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>
	<p>Bereavement/tangihanga leave: unspecified leave on full pay to discharge the employee's obligation and/or to pay their respects to a deceased person with whom they have had a close association. In granting time off for this purpose, and for how long, the employer must do so in a 'culturally sensitive manner'. If paid special bereavement/tangihanga leave is not considered to be appropriate, then annual leave or leave without pay may be granted.</p> <p>Leave for Maori land court and Waitangi tribunal hearings: up to 10 days' paid leave per year subject to departmental convenience. Employees are required to submit an application outlining the basis on which this leave is sought</p> <p>Special leave: unspecified paid leave for e.g. jury service, compassionate reasons etc</p> <p>Retirement leave: leave on full pay, or equivalent lump sum, after continuous full-time service:</p> <ul style="list-style-type: none"> - 10 years: 1 month - 12 years: 2 months - 14 years: 3 months - 16 years: 4 months - 18 years: 5 months - 20 years: 6 months

COUNTRY PROFILES: BENEFITS

SINGAPORE		National University of Singapore
PENSION SCHEME		
Pension provided?	Yes	
Employee contribution (% of salary)	Prevailing CPF rates ³²	
University contribution (% of salary)	Prevailing CPF rates	
Type of pension	Singaporeans and permanent residents contribute to the Government's Central Provident Fund	
MEDICAL AID		
University scheme provided?	Yes	
Contributory/non-contributory/other	Insurance-based medical scheme	
University contribution (%)	See above	
% of medical costs covered	80-90%	
LEAVE		
Annual leave	21 days	
Long service leave	N/A	
Sabbatical/study leave	Sabbatical leave: 5 months after 3 years' service (available to tenured faculty only) Academic leave: 90 days per year (available to academic staff only)	
Unpaid leave		
FAMILY LEAVE		
Maternity leave – paid	16 weeks	
Maternity leave – unpaid	For Singaporeans according to government legislation	
Paternity leave – paid	3 days	
Paternity leave – unpaid	N/A	
Adoption leave – paid	4 weeks	
Adoption leave – unpaid	N/A	
Family/carer leave – paid	5-15 days per year	
Family/carer leave – unpaid	N/A	
ADDITIONAL BENEFITS		
Housing allowance/university housing?	Yes, for foreign faculty members	
Loan of vehicle?	No	
Free tuition allowance for dependants?	No	
Childcare allowance?	No. However, the university has an on-site child care centre	
Discretionary bonuses/market adjustment?	Yes	
Sign-on bonuses?	No	
Bonuses in critical discipline areas?	No	
Disability allowances?	No	
Professional expenses/development allowance?	Yes	
OTHER BENEFITS		
Optical care?	Yes	
Dental care?	Yes	
Relocation allowance?	Yes For certain categories of staff who are recruited from overseas	
Life insurance?	Yes	
Laptop/mobile phone allowance?	Yes	
Any other benefits not indicated above		
32 For more information, see www.cpf.gov.sg		

COUNTRY PROFILES: BENEFITS

SOUTH AFRICA		Nelson Mandela Metropolitan University	Stellenbosch University
PENSION SCHEME			
Pension provided?	Yes	Yes	Yes
Employee contribution (% of salary)	0%		
University contribution (% of salary)	20%		
Type of pension	Final salary/defined benefit		Money purchase/defined contribution
MEDICAL AID			
University scheme provided?	Yes	Yes	Yes
Contributory/non-contributory/other	Contributory		Non-contributory
University contribution (%)	50%		100%
% of medical costs covered	50%		
LEAVE			
Annual leave	40 days		30 days
Long service leave	N/A		N/A
Sabbatical/study leave	Up to 1 year		1 month
Unpaid leave	N/A		N/A
FAMILY LEAVE			
Maternity leave – paid	12 weeks ³³		12-16 weeks
Maternity leave – unpaid	12 weeks ³⁴		
Paternity leave – paid			3 days
Paternity leave – unpaid			
Adoption leave – paid	8 weeks		12-16 weeks
Adoption leave – unpaid			
Family/carer leave – paid	3 days per year		23 days per 3 years
Family/carer leave – unpaid			
ADDITIONAL BENEFITS			
Housing allowance/university housing?	Yes		No
Loan of vehicle?	No		Yes
Free tuition allowance for dependants?	Yes		Yes
Childcare allowance?	No		No
Discretionary bonuses/market adjustment?	No		No
Sign-on bonuses?	No		No
Bonuses in critical discipline areas?	No		No
Disability allowances?	Yes		No
Professional expenses/development allowance?			
OTHER BENEFITS			
Optical care?	No		No
Dental care?	No		No
Relocation allowance?	Yes		Yes
Life insurance?	Yes		Yes
Laptop/mobile phone allowance?	Yes		Yes
Any other benefits not indicated above			
<p>33 Female employees are entitled to 3 months' maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>34 Female employees are entitled to 3 months' unpaid maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>			

COUNTRY PROFILES: BENEFITS

SOUTH AFRICA	University of Pretoria	University of the Free State
PENSION SCHEME		
Pension provided?	Yes	Yes
Employee contribution (% of salary)	7.5%	7.5%
University contribution (% of salary)	The employer contributes the remaining cost to fund the benefits payable to members in terms of the rules of the UP Pension Fund. The cost of death and disability benefits, management and administration of the UP Pension Fund is also contributed by the employer. These costs are calculated by the actuary from time to time	7.5%
Type of pension	Money purchase/defined contribution	
MEDICAL AID		
University scheme provided?	Yes	Yes
Contributory/non-contributory/other	Contributory	Contributory
University contribution (%)		15%
% of medical costs covered		
LEAVE		
Annual leave	42 days	42 days
Long service leave	N/A	N/A
Sabbatical/study leave	1-8 months	3 months after 5 years' service
Unpaid leave	Unpaid leave may be considered in exceptional circumstances	N/A
FAMILY LEAVE		
Maternity leave – paid	17 weeks ³⁵	12 weeks ³⁷
Maternity leave – unpaid	7 weeks ³⁶	
Paternity leave – paid		3 days
Paternity leave – unpaid		
Adoption leave – paid		
Adoption leave – unpaid		
Family/carer leave – paid	5 days per year	1/2-3 days per year
Family/carer leave – unpaid		
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	Yes
Loan of vehicle?	No	No
Free tuition allowance for dependants?	Yes	Yes
Childcare allowance?	No	No
Discretionary bonuses/market adjustment?	No	No
Sign-on bonuses?	No	No
Bonuses in critical discipline areas?	No	No
Disability allowances?	No	No
Professional expenses/development allowance?		
OTHER BENEFITS		
Optical care?	No	No
Dental care?	No	No
Relocation allowance?	Yes	No
Life insurance?	No	Yes
Laptop/mobile phone allowance?	Yes	Yes
Any other benefits not indicated above		
<p>35 Female employees are entitled to 84 days' paid maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>36 Female employees are entitled to 36 days' paid maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>37 Female employees are entitled to 3 months' maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>		

COUNTRY PROFILES: BENEFITS

UNITED KINGDOM	Cardiff University	Courtauld Institute of Art	Goldsmiths University of London
PENSION SCHEME			
Pension provided?	Yes	Yes	Yes
Employee contribution (% of salary)	6.35%	6.35%	6.35%
University contribution (% of salary)	16%-34.2%	16%	16%
Type of pension	Final salary/defined benefit	Final salary/defined benefit	Final salary/defined benefit
MEDICAL AID			
University scheme provided?	No	No	No
Contributory/non-contributory/other	N/A	N/A	N/A
University contribution (%)	N/A	N/A	N/A
% of medical costs covered	N/A	N/A	N/A
LEAVE			
Annual leave	31-40 days	30 days	22-28 days
Long service leave	N/A	N/A	27 days after 5 years' or more service
Sabbatical/study leave	N/A	1 term	6 months after 5 years' service
Unpaid leave	N/A	N/A	N/A
FAMILY LEAVE			
Maternity leave – paid	26 weeks	39 weeks	39 weeks
Maternity leave – unpaid	Up to 26 weeks	12 weeks	13 weeks
Paternity leave – paid	2 weeks ³⁸	2 weeks	2 weeks
Paternity leave – unpaid	1 week ³⁹	Up to 4 weeks per year	N/A
Adoption leave – paid	26 weeks	39 weeks	39 weeks
Adoption leave – unpaid	Up to 26 weeks	Up to 4 weeks per year	13 weeks
Family/carer leave – paid	5 days per year	0-10 days per year	N/A
Family/carer leave – unpaid	N/A	Carers are eligible to request flexible working hours	N/A
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/market adjustment?	No	No	Yes
Sign-on bonuses?	No	No	No
Bonuses in critical discipline areas?	No	No	No
Disability allowances?	No	No	No
Professional expenses/development allowance?	No	No	No
OTHER BENEFITS			
Optical care?	No	Yes	Yes
Dental care?	No	No	No
Relocation allowance?	Yes	No	Yes
Life insurance?	No	No	No
Laptop/mobile phone allowance?	No	No	No
Any other benefits not indicated above			
<p>38 Employees are entitled to 14 days' paid paternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>39 Employees are entitled to 7 days' discretionary unpaid paternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>			

COUNTRY PROFILES: BENEFITS

UNITED KINGDOM	Kingston University	Queen Mary University of London
PENSION SCHEME		
Pension provided?	Yes	Yes
Employee contribution (% of salary)	6.35%-6.4%	5-8.5%
University contribution (% of salary)	14.1%-16%	14%
Type of pension	Final salary/defined benefit	Final salary/defined benefit
MEDICAL AID		
University scheme provided?	No	No
Contributory/non-contributory/other	N/A	N/A
University contribution (%)	N/A	N/A
% of medical costs covered	N/A	N/A
LEAVE		
Annual leave	35 days	30 days
Long service leave	N/A	N/A
Sabbatical/study leave	N/A	Up to 1 year after 7 years' service
Unpaid leave	N/A	N/A
FAMILY LEAVE		
Maternity leave – paid	20 weeks	39 weeks
Maternity leave – unpaid	Up to 52 weeks	13-18 weeks
Paternity leave – paid	2 weeks	2 weeks
Paternity leave – unpaid	N/A	13-18 weeks
Adoption leave – paid	20 weeks	39 weeks
Adoption leave – unpaid	Up to 52 weeks	13-18 weeks
Family/carer leave – paid	5 days per year	N/A
Family/carer leave – unpaid	N/A	N/A
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	N/A
Loan of vehicle?	No	N/A
Free tuition allowance for dependants?	No	N/A
Childcare allowance?	No	Yes
Discretionary bonuses/market adjustment?	No	Yes
Sign-on bonuses?	No	N/A
Bonuses in critical discipline areas?	No	N/A
Disability allowances?	No	N/A
Professional expenses/development allowance?	No	Yes
OTHER BENEFITS		
Optical care?	No	Yes
Dental care?	No	No
Relocation allowance?	Yes	Yes
Life insurance?	No	N/A
Laptop/mobile phone allowance?	No	N/A
Any other benefits not indicated above		<p>On-site gym: subsidised membership</p> <p>Cycle to work scheme: employees can purchase bicycles to cycle to work saving on income tax and National Insurance</p> <p>Access to Workplace Options: an organisation that offers information and advice in confidence on issues including finance and debt, the law and consumer rights, education, housing, health, childcare, and family matters</p> <p>Access to independent financial advisers: offer advice on all aspects of financial planning</p> <p>Occupational health: provides advice to all levels of the college</p> <p>Subsidised meals: available at a number of catering outlets</p>

Queen's University Belfast	University College London (UCL)	University of Bath
Yes	Yes	Yes
6.35%	6.35%	6.35%
14%	16%	16%
Final salary/defined benefit	Final salary/defined benefit	Final salary/defined benefit
No	N/A	No
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
23 days	27 days	26 days
N/A	N/A	N/A
1 semester or 1 year after 5 years' service	1 term after 3 years' service	6 months or 1 year after 3-6 years' service
Up to 3 years	Up to 1 year after 2 years' service	N/A
39 weeks	39 weeks	39 weeks
12 weeks	13 weeks	13 weeks
3 weeks ⁴⁰	2 weeks	2 weeks
N/A	N/A	N/A
39 weeks	39 weeks	39 weeks
12 weeks	13 weeks	13 weeks
0-8 days per year	0-10 days per year	N/A
13 weeks	5 days-6 months	Employees may receive a reasonable amount of unpaid leave to deal with family emergencies and make any longer-term arrangements
No	No	N/A
No	No	N/A
No	No	N/A
Yes	No	Yes
Yes	Yes	Yes
No	No	N/A
No	No	N/A
No	No	N/A
No	No	N/A
Yes	No	N/A
No	No	N/A
Yes	Yes	Yes
Yes	Yes	N/A
No	No	N/A
40 Employees are entitled to 15 days' paid paternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.		

COUNTRY PROFILES: BENEFITS

UNITED KINGDOM	University of Birmingham	University of Plymouth
PENSION SCHEME		
Pension provided?	Yes	Yes
Employee contribution (% of salary)	6.35%	5-8.5%
University contribution (% of salary)	14%	14-16%
Type of pension	Final salary/defined benefit	Final salary/defined benefit
MEDICAL AID		
University scheme provided?	No	Yes
Contributory/non-contributory/other	N/A	Contributory
University contribution (%)	N/A	
% of medical costs covered	N/A	
LEAVE		
Annual leave	No specified periods of annual leave are laid down for academic staff	35 days
Long service leave	N/A	5 days for the first 5 years' service and 1 day for each subsequent 5 years
Sabbatical/study leave	1 semester after 3 years' service	N/A
Unpaid leave	N/A	N/A
FAMILY LEAVE		
Maternity leave – paid	39 weeks	16 weeks
Maternity leave – unpaid	13 weeks	34 weeks
Paternity leave – paid	2 weeks	1 week
Paternity leave – unpaid	N/A	N/A
Adoption leave – paid	39 weeks	N/A
Adoption leave – unpaid	13 weeks	13 weeks
Family/carer leave – paid	N/A	7.5 days per year
Family/carer leave – unpaid	13-18 weeks	N/A
ADDITIONAL BENEFITS		
Housing allowance/university housing?	No	No
Loan of vehicle?	No	No
Free tuition allowance for dependants?	No	No
Childcare allowance?	No	No
Discretionary bonuses/market adjustment?	Yes	No
Sign-on bonuses?	No	No
Bonuses in critical discipline areas?	No	No
Disability allowances?	No	No
Professional expenses/development allowance?	No	Yes
OTHER BENEFITS		
Optical care?	No	Yes
Dental care?	No	No
Relocation allowance?	Yes	Yes
Life insurance?	No	Yes
Laptop/mobile phone allowance?	No	No
Any other benefits not indicated above		Bus pass: subsidised by the university and the local council service provider as part of the Green Initiative Online employee assistance programme

University of Southampton	University of Stirling
Yes	Yes
6.35%	6.35%
14%	16%
Final salary/defined benefit	Final salary/defined benefit
Yes	No
Non-contributory	N/A
	N/A
	N/A
30 days	30 days
N/A	N/A
1 semester after 4 years' service	N/A
N/A	N/A
26 weeks ⁴¹	Up to 52 weeks
26 weeks ⁴²	13 weeks
2 weeks	
N/A	13-18 weeks
26 weeks	Up to 52 weeks
26 weeks	13 weeks
4 days per year	Maximum 3 days per year
N/A	0-10 days per year
No	N/A
No	N/A
No	N/A
No	N/A
Yes	N/A
No	N/A
Yes	N/A
No	N/A
Yes	N/A
No	No
No	No
Yes	No
No	No
No	No
<p>41 Female employees are entitled to 6 months' paid maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p> <p>42 Female employees are entitled to 6 months' unpaid maternity leave. Based on a working week (5 days), this has been recalculated for comparability with other institutions and countries in the survey.</p>	

Appendix 3

BIG MAC INDEX AND WORLD DEVELOPMENT INDICATORS PPP COMPARISON

2009-2010 average academic staff salaries by country (PPP USD per annum) – comparative conversions using Big Mac Index 2010 and World Bank Indicators 2010 ¹						
	Australia		Canada		Malaysia ²	
ANNUAL SALARY	BMI (PPP 1.17)	WB 2010 (PPP 1.48)	BMI (PPP 1.12)	WB 2010 (PPP 1.23)	BMI (PPP 1.89)	WB 2010 (PPP 1.93)
PROFESSOR:						
Bottom of scale	116,194	91,892	78,164	71,174	3,490	4,791
ASSOCIATE PROFESSOR (Reader/Senior/Principal Lecturer – UK):						
Top of scale	104,264	82,200	96,185	87,583	3,610	4,040
Bottom of scale	91,847	72,357	64,813	59,017	2,576	3,027
Midpoint average	98,055	77,279	80,499	73,300	3,093	3,533
SENIOR LECTURER (Lecturer B pre-1992 – UK):						
Top of scale	90,233	71,120	–	–	3,408	3,751
Bottom of scale	76,039	60,112	–	–	2,420	2,784
Midpoint average	83,136	65,616	–	–	2,914	3,268
LECTURER (Lecturer B – Australia, Assistant Professor – Canada, Lecturer A – UK):						
Top of scale	75,455	59,872	88,403	80,497	2,927	3,179
Bottom of scale	62,544	50,068	53,833	49,019	1,388	1,656
Midpoint average	69,000	54,970	71,118	64,758	2,158	2,417
ASSISTANT/ASSOCIATE LECTURER (Lecturer A – Australia, Lecturer – Canada):						
Top of scale	59,916	47,366	–	–	–	–
Bottom of scale	44,012	35,697	52,195	47,527	–	–
Midpoint average	51,964	41,532	–	–	–	–
¹ World Bank Indicators 2010. Please note that figures are from 2008 ² Please note that the average is taken from two responses						

New Zealand		Singapore ³		South Africa		United Kingdom		Average	
BMI (PPP 1.34)	WB 2010 (PPP 1.56)	BMI (PPP 1.13)	WB 2010 (PPP 1.08)	BMI (PPP 4.94)	WB 2010 (PPP 4.64)	BMI (PPP 0.61)	WB 2010 (PPP 0.66)	BMI 2009	WB 2010
92,834	79,742	148,673	155,556	97,155	103,437	91,244	84,815	89,679	85,133
90,367	77,623	180,531	188,889	96,225	102,446	91,879	85,405	95,101	89,741
81,081	69,647	79,646	83,333	74,874	79,715	76,592	71,195	67,347	62,613
85,724	73,635	130,088	136,111	85,550	91,081	84,235	78,300	81,224	76,177
79,642	68,411	127,434	133,333	81,024	86,263	79,965	74,331	76,883	72,805
61,445	52,779	63,717	66,667	61,079	65,028	63,617	59,134	54,719	51,084
70,544	60,595	95,575	100,000	71,051	75,645	71,791	66,733	65,801	61,944
58,999	50,679	92,920	97,222	70,105	74,638	63,283	58,824	64,585	60,702
48,582	41,731	26,549	27,778	51,602	54,939	53,192	49,444	42,527	39,234
53,791	46,205	59,735	62,500	60,854	64,788	58,238	54,134	53,556	49,968
43,611	37,461	-	-	-	-	-	-	51,764	42,413
39,236	33,703	-	-	-	-	-	-	45,148	38,976
41,424	35,582	-	-	-	-	-	-	46,694	38,557

3 Please note that the average is taken from one response

Appendix 4

MIDPOINTS AND ACTUAL AVERAGES COMPARISON TABLE

2009-2010 average academic staff salaries by country (PPP USD per annum) – comparative conversions using Big Mac Index 2009 and World Bank Indicators 2010								
	Australia		Canada		Malaysia		New Zealand	
ANNUAL SALARY	BMI (PPP 1.17)	WB 2010 (PPP 1.48)	BMI (PPP 1.17)	WB 2010 (PPP 1.23)	BMI (PPP 1.89)	WB 2010 (PPP 1.93)	BMI (PPP 1.34)	WB 2010 (PPP 1.56)
PROFESSOR:								
Bottom of scale	116,194	91,892	78,164	71,174	3,490	4,791	92,834	79,742
Actual average	119,949	94,825	124,942	113,768	4,504	6,860	100,972	86,732
ASSOCIATE PROFESSOR (Reader/Senior/Principal Lecturer – UK):								
Top of scale	104,264	82,200	96,185	87,583	3,610	4,040	90,367	77,623
Bottom of scale	91,847	72,357	64,813	59,017	2,576	3,027	81,081	69,647
Midpoint average	98,055	77,279	80,499	73,300	3,093	3,533	85,724	73,635
Actual average	96,205	76,054	97,701	88,964	3,218	3,975	83,422	71,994
SENIOR LECTURER (Lecturer B pre-1992 – UK):								
Top of scale	90,233	71,120	–	–	3,408	3,751	79,642	68,411
Bottom of scale	76,039	60,112	–	–	2,420	2,784	61,445	52,779
Midpoint average	83,136	65,616	–	–	2,914	3,268	70,544	60,595
Actual average	82,149	64,942	–	–	2,800	3,628	67,824	58,259
LECTURER (Lecturer B – Australia, Assistant Professor – Canada, Lecturer A – UK):								
Top of scale	75,455	59,872	88,403	80,497	2,927	3,179	58,999	50,679
Bottom of scale	62,544	50,068	53,833	49,019	1,388	1,656	48,582	41,731
Midpoint average	69,000	54,970	71,118	64,758	2,158	2,417	53,791	46,205
Actual average	68,082	53,821	81,389	74,110	1,991	2,548	55,123	47,349
ASSISTANT/ASSOCIATE LECTURER (Lecturer A – Australia, Lecturer – Canada):								
Top of scale	59,916	47,366	–	–	–	–	43,611	37,461
Bottom of scale	44,012	35,697	52,195	47,527	–	–	39,236	33,703
Midpoint average	51,964	41,532	–	–	–	–	41,424	35,582
Actual average	51,714	40,882	74,882	68,185	–	–	40,808	–

Singapore		South Africa		United Kingdom		Average	
BMI (PPP 1.13)	WB 2010 (PPP 1.08)	BMI (PPP 4.94)	WB 2010 (PPP 4.64)	BMI (PPP 0.61)	WB 2010 (PPP 0.66)	BMI 2009	WB 2010
148,673	155,556	97,155	103,437	91,244	84,815	89,679	85,133
203,540	212,963	106,534	113,422	117,435	109,161	111,125	105,390
180,531	188,889	96,225	102,446	91,879	85,405	95,101	89,741
79,646	83,333	74,874	79,715	76,592	71,195	67,347	62,613
130,088	136,111	85,550	91,081	84,235	78,300	81,224	76,177
135,398	141,667	87,458	93,113	85,920	79,866	84,189	79,376
127,434	133,333	81,024	86,263	79,965	74,331	76,883	72,805
63,717	66,667	61,079	65,028	63,617	59,134	54,719	51,084
95,575	100,000	71,051	75,645	71,791	66,733	65,801	61,944
92,920	97,222	74,307	79,112	71,889	66,824	65,315	61,664
92,920	97,222	70,105	74,638	63,283	58,824	64,585	60,702
26,549	27,778	51,602	54,939	53,192	49,444	42,527	39,234
59,735	62,500	60,854	64,788	58,238	54,134	53,556	49,968
56,637	59,259	56,725	60,393	58,602	54,473	54,078	50,279
-	-	-	-	-	-	51,764	42,413
-	-	-	-	-	-	45,148	38,976
-	-	-	-	-	-	46,694	38,557
-	-	-	-	-	-	55,801	54,534

Appendix 5

UK FRAMEWORK AGREEMENT PAY SPINE¹

SPINE POINT	2005-2006	2006-2007	
	Salary from August 2005	Salary from August 2006	Salary from February 2007
1	11,060	11,575	11,691
2	11,377	11,892	12,011
3	11,703	12,218	12,340
4	11,989	12,504	12,629
5	12,335	12,850	12,979
6	12,692	13,207	13,339
7	13,009	13,524	13,659
8	13,387	13,902	14,041
9	13,778	14,293	14,436
10	14,192	14,707	14,854
11	14,618	15,133	15,284
12	15,056	15,571	15,727
13	15,508	16,023	16,183
14	15,973	16,488	16,653
15	16,452	16,967	17,137
16	16,946	17,461	17,636
17	17,454	17,978	18,157
18	17,978	18,517	18,703
19	18,517	19,073	19,263
20	19,093	19,666	19,862
21	19,645	20,234	20,437
22	20,235	20,842	21,050
23	20,842	21,467	21,682
24	21,467	22,111	22,332
25	22,111	22,774	23,002
26	22,774	23,457	23,692
27	23,457	24,161	24,402
28	24,161	24,886	25,135
29	24,886	25,633	25,889
30	25,633	26,402	26,666
31	26,401	27,193	27,465
32	27,194	28,010	28,290
33	28,009	28,849	29,138

1 University and Colleges Union, 'HE framework agreement single pay spine' (2010) <<http://www.ucu.org.uk/index.cfm?articleid=2210>> [last accessed 23 May 2011]

2007-2008		2008-2009		2009-2010	
Salary from August 2007	Salary from May 2008	Salary from October 2008 ²	Salary from August 2009		
12,041	12,461	13,085	13,150		
12,371	12,791	13,431	13,498		
12,710	13,130	13,787	13,856		
13,008	13,428	14,099	14,170		
13,368	13,788	14,477	14,550		
13,739	14,159	14,867	14,942		
14,069	14,491	15,216	15,292		
14,462	14,896	15,641	15,719		
14,869	15,315	16,081	16,161		
15,300	15,759	16,547	16,629		
15,743	16,215	17,026	17,111		
16,199	16,684	17,519	17,606		
16,669	17,169	18,027	18,117		
17,152	17,667	18,550	18,643		
17,651	18,180	19,089	19,185		
18,165	18,710	19,645	19,743		
18,702	19,263	20,226	20,327		
19,264	19,841	20,834	20,938		
19,841	20,436	21,458	21,565		
20,458	21,072	22,126	22,236		
21,050	21,681	22,765	22,879		
21,682	22,332	23,449	23,566		
22,332	23,002	24,152	24,273		
23,002	23,692	24,877	25,001		
23,692	24,403	25,623	25,751		
24,403	25,135	26,391	26,523		
25,134	25,888	27,183	27,319		
25,889	26,665	27,999	28,139		
26,666	27,466	28,839	28,983		
27,466	28,290	29,704	29,853		
28,289	29,138	30,594	30,747		
29,139	30,013	31,513	31,671		
30,012	30,192	32,458	32,620		

2 Increased by RPI if greater than 2.5%”

UK FRAMEWORK AGREEMENT PAY SPINE

SPINE POINT	2005-2006		2006-2007	
	Salary from August 2005		Salary from August 2006	Salary from February 2007
34	28,850		29,716	30,013
35	29,715		30,606	30,913
36	30,607		31,525	31,840
37	31,525		32,471	32,795
38	32,490		33,465	33,799
39	33,445		34,448	34,793
40	34,448		35,481	35,836
41	35,482		36,546	36,912
42	36,546		37,642	38,019
43	37,643		38,772	39,160
44	38,772		39,935	40,335
45	39,935		41,133	41,544
46	41,133		42,367	42,791
47	42,367		43,638	44,074
48	43,638		44,947	45,397
49	44,947		46,295	46,758
50	46,296		47,685	48,162
51	47,685		49,116	49,607

2007-2008		2008-2009		2009-2010	
Salary from August 2007	Salary from May 2008	Salary from October 20082	Salary from August 2009		
30,913	31,840	33,432	33,600		
31,840	32,795	34,435	34,607		
32,796	33,780	35,469	35,646		
33,779	34,793	36,532	36,715		
34,813	35,858	37,651	37,839		
35,837	36,912	38,757	38,951		
36,911	38,019	39,920	40,119		
38,019	39,160	41,118	41,323		
39,159	40,334	42,351	42,563		
40,335	41,545	43,622	43,840		
41,545	42,791	44,930	45,155		
42,791	44,074	46,278	46,510		
44,074	45,397	47,666	47,905		
45,397	46,759	49,096	49,342		
46,759	48,161	50,569	50,822		
48,161	49,606	52,086	52,347		
49,607	51,095	53,650	53,918		
51,095	52,628	55,259	55,535		

Appendix 6

LEGAL SALARY SCALES IN AUSTRALIA, CANADA, AND THE UNITED KINGDOM

AUSTRALIA	Private practice: New South Wales ¹		Private practice: Victoria ²		Average for Australia	
	AUD	PPP	AUD	PPP	AUD	PPP
Special Counsel	200,000	170,940	200,000	170,940	200,000	170,940
5-10 years PQE						
Maximum	240,000	205,128	230,000	196,581	235,000	200,855
Minimum	140,000	119,658	150,000	128,205	145,000	123,932
5th year PQE						
Maximum	160,000	136,752	150,000	128,205	155,000	132,479
Minimum	120,000	102,564	120,000	102,564	120,000	102,564
4th year PQE						
Maximum	130,000	111,111	120,000	102,564	125,000	106,838
Minimum	105,000	89,744	110,000	94,017	107,500	91,880
3rd year PQE						
Maximum	100,000	85,470	110,000	94,017	105,000	89,744
Minimum	90,000	76,923	90,000	76,923	90,000	76,923
2nd year PQE						
Maximum	85,000	72,650	85,000	72,650	85,000	72,650
Minimum	70,000	59,829	75,000	64,103	72,500	61,966
1st year PQE						
Maximum	90,000	76,923	80,000	68,376	85,000	72,650
Minimum	60,000	51,282	65,000	55,556	62,500	53,419
Big Mac Index (June 2010) 1.17						
1 For more information, see www.michaelpage.com.au/salary-centre.html						
2 For more information, see www.michaelpage.com.au/salary-centre.html						

CANADA	Private practice: Atlantic ³		Private practice: Toronto ⁴		Private practice: Montreal ⁵		Private practice: Vancouver ⁶		Average for Canada	
	CAD	PPP	CAD	PPP	CAD	PPP	CAD	PPP	CAD	PPP
7 years PQE										
Maximum	110,000	98,214	200,000	178,571	125,000	111,607	–	–	145,000	129,464
Minimum	95,000	84,821	175,000	156,250	90,000	80,357	–	–	120,000	107,143
6 years PQE										
Maximum	105,000	93,750	170,000	151,786	125,000	111,607	145,000	129,464	136,250	121,652
Minimum	90,000	80,357	160,000	142,857	90,000	80,357	132,000	117,857	118,000	105,357
5th year PQE										
Maximum	100,000	89,286	155,000	138,393	100,000	89,286	134,000	119,643	122,250	109,152
Minimum	80,000	71,429	130,000	116,071	80,000	71,429	122,000	108,929	103,000	91,964
4th year PQE										
Maximum	90,000	80,357	150,000	133,929	100,000	89,286	123,000	109,821	115,750	103,348
Minimum	70,000	62,500	117,000	104,464	80,000	71,429	112,000	100,000	94,750	84,598
3rd year PQE										
Maximum	80,000	71,429	135,000	120,536	100,000	89,286	112,000	100,000	106,750	95,313
Minimum	65,000	58,036	105,000	93,750	80,000	71,429	102,000	91,071	88,000	78,571
2nd year PQE										
Maximum	68,000	60,714	115,000	102,679	85,000	75,893	101,000	90,179	92,250	82,366
Minimum	55,000	49,107	95,000	84,821	60,000	53,571	92,000	82,143	75,500	67,411
1st year PQE										
Maximum	55,000	49,107	105,000	93,750	85,000	75,893	93,000	83,036	84,500	75,446
Minimum	50,000	44,643	90,000	80,357	60,000	53,571	85,000	75,893	71,250	63,616
Big Mac Index (June 2010) 1.12										
3 For more information, see www.zsa-x.ca/zsa.php?fuseaction=main.pages&id=55										
4 For more information, see www.zsa-x.ca/zsa.php?fuseaction=main.pages&id=54										
5 For more information, see www.zsa-x.ca/zsa.php?fuseaction=main.pages&id=56										
6 For more information, see www.zsa-x.ca/zsa.php?fuseaction=main.pages&id=57										

LEGAL SALARY SCALES IN AUSTRALIA, CANADA, AND THE UNITED KINGDOM

UNITED KINGDOM	Private practice: London ¹		Private practice: Yorkshire and North East		Private practice: Manchester and North West		Private practice: South West	
	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP
8 years PQE								
Maximum	-	-	-	-	-	-	-	-
Minimum	-	-	-	-	-	-	-	-
7 years PQE								
Maximum	Merit	-	75,000	122,250	85,000	138,550	70,000	114,100
Minimum	Merit	-	50,000	81,500	70,000	114,100	50,000	81,500
6 years PQE								
Maximum	107,000	174,410	62,000	101,060	75,000	122,250	70,000	114,100
Minimum	80,000	130,400	47,000	76,610	65,000	105,950	45,000	73,350
5th year PQE								
Maximum	98,000	159,740	55,000	89,650	60,000	97,800	60,000	97,800
Minimum	75,000	122,250	44,000	71,720	49,000	79,870	43,000	70,090
4th year PQE								
Maximum	91,000	148,330	51,000	83,130	55,000	89,650	56,000	91,280
Minimum	70,000	114,100	40,000	65,200	45,000	73,350	40,000	65,200
3rd year PQE								
Maximum	83,000	135,290	47,000	76,610	48,000	78,240	52,000	84,760
Minimum	68,000	110,840	37,000	60,310	40,000	65,200	36,000	58,680
2nd year PQE								
Maximum	72,000	117,360	44,000	71,720	45,000	73,350	48,000	78,240
Minimum	64,000	104,320	35,000	57,050	38,000	61,940	34,000	55,420
1st year PQE								
Maximum	67,000	109,210	42,000	68,460	42,000	68,460	45,000	73,350
Minimum	63,000	102,690	33,000	53,790	35,000	57,050	30,000	48,900
Big Mac Index (June 2010) 1.63								
1 For more information, see www.michaelpage.co.uk/mediabank/LegalSalarySurvey2010_PrivatePractice_3.pdf								

Private practice: Surrey, Sussex and Kent		Private practice: Thames Valley and South Coast		Private practice: Midlands		Private practice: Scotland		Average for United Kingdom	
GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP	GBP	PPP
75,000	122,250	-	-	-	-	-	-	-	-
60,000	97,800	-	-	-	-	-	-	-	-
60,000	97,800	76,000	123,880	65,000	105,950	70,000	114,100	71,571	116,661
57,000	92,910	50,000	81,500	59,000	96,170	50,000	81,500	54,500	89,883
55,000	89,650	72,000	117,360	58,000	94,540	65,000	105,950	70,500	114,915
52,000	84,760	47,000	76,610	54,000	88,020	47,000	76,610	54,625	89,039
52,000	84,760	68,000	110,840	53,000	86,390	60,000	97,800	63,250	103,098
50,000	81,500	45,000	73,350	50,000	81,500	44,000	71,720	50,000	81,500
51,000	83,130	65,000	105,950	50,000	81,500	55,000	89,650	59,250	96,578
45,000	73,350	42,000	68,460	46,000	74,980	40,000	65,200	46,000	74,980
45,000	73,350	60,000	97,800	47,000	76,610	50,000	81,500	54,000	88,020
40,000	65,200	38,000	61,940	44,000	71,720	38,000	61,940	42,625	69,479
43,000	70,090	54,000	88,020	43,000	70,090	40,000	65,200	48,625	79,259
35,000	57,050	36,000	58,680	41,000	66,830	34,000	55,420	39,625	64,589
40,000	65,200	52,000	84,760	41,000	66,830	38,000	61,940	45,875	74,776
33,000	53,790	33,000	53,790	40,000	65,200	30,000	48,900	37,125	60,514

LEGAL SALARY SCALES IN AUSTRALIA, CANADA, AND THE UNITED KINGDOM

LAWYERS' SALARY SURVEY	Australia		Canada		United Kingdom	
	Average	PPP USD	Average	PPP USD	Average	PPP USD
7th Year PQE	–	–	132,500	118,304	63,036	102,748
6th Year PQE	190,000	162,393	127,125	113,504	62,563	101,977
5th Year PQE	137,500	117,521	112,625	100,558	56,625	92,299
4th Year PQE	116,250	99,359	105,250	93,973	52,625	85,779
3rd Year PQE	97,500	83,333	97,375	86,942	48,313	78,749
2nd Year PQE	78,750	67,308	83,875	74,888	44,125	71,924
1st Year PQE	73,750	63,034	77,875	69,531	41,500	67,645
Overall average	115,625	98,825	105,232	93,957	52,684	85,874

The Association of Commonwealth Universities

Woburn House
20-24 Tavistock Square
London, WC1H 9HF
Tel: +44 (0) 207 380 6700
Fax: +44 (0) 207 387 2655
policy@acu.ac.uk
www.acu.ac.uk