



Association of Commonwealth Universities
2004-05 Academics Staff Salary Survey

By Jay Kubler and Liam Roberts

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The Authors are happy to receive any comments on the 2004-05 ACU Salary Survey:

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Executive Summary

The ACU Salary Survey examines academic salaries and associated benefits from 50 institutions in six countries across five global regions of the Commonwealth. Surveyed countries include: Australia, Canada, Malaysia, New Zealand, South Africa, and the United Kingdom.

Salaries

Salary indicators are analysed in several ways. In the first appendix, salary data is displayed on country pages, breaking down figures by institution and academic ranking. These figures are displayed using both local currencies and US dollars converted using a Purchasing Power Parity (PPP) conversion factor. Low-, middle- and high-end salaries are represented, as well as national averages.

Average salaries across the six countries surveyed by academic ranking are:

- Assistant Lecturer PPP \$34,832
- Lecturer PPP \$42,968
- Senior Lecturer PPP \$53,098
- Associate Professor PPP \$60,325
- Professor PPP \$66,496 (average at bottom of scale)

In each of the academic categories for which institutions responded:

- Australia, Canada, and the United Kingdom ranked above average
- Malaysia, New Zealand, and South Africa ranked below average

Where possible the analysis also includes national comparisons of academic salary scale averages with a relevant group of professional salary scale averages in the private sector. Salaries are also compared with national per capita GDP to illustrate relative earnings against overall wealth. The survey finds that academics enjoy earnings well above per capita GDP. Overall salary scale averages range from two to four times per capita GDP, with this range varying between countries. These figures, however, still do not compare well with salaries earned in other professional sectors such as law. Moreover, evidence from some of the countries indicates that academic salaries have not grown in step with salaries in other parts of the public sector.

Key findings:

- Australian academics at all levels continue to fare better financially than their Commonwealth counterparts.
- Canada has the highest starting salary for academics, and ranks second overall.
- The UK has replaced New Zealand in third place with New Zealand ranked fourth overall.
- Compared with Canada and Australia the UK appears to have fewer salary options for senior academics but compares quite favourably for lower grade academics.
- Malaysia, followed by South Africa, has the highest relative earnings in comparison with national per capita GDP. When compared with the international PPP salaries of the six countries surveyed, however, Malaysia ranks sixth and South Africa fifth.
- Salaries among South African institutions are highly differentiated.
- All academic wages compare poorly with the private sector. It appears that in Australia the disparity is greater at the top end of the academic scale while in New Zealand it is more pronounced at the bottom end.

Associated Benefits

Associated benefits are included in a second appendix, broken down by country, institution and benefit type (pension schemes, medical benefits, leave entitlements and other benefit types). Benefits included are those offered by institutions, above and beyond any national social security provisions.

Key Findings:

- Pensions are provided in all institutions included in the survey. Australia, New Zealand and the UK have national pension schemes specifically for employees in the HE sector.
- Most pension schemes are contributory, although there are some non-contributory schemes in South Africa.
- Leave conditions vary but all institutions offer fixed annual leave and parental leave.
- Standard annual leave arrangements tend to be four to six weeks, but a number of institutions across the countries offer more than this.
- Parental leave tends to be around 52 weeks with between 3-6 months paid for maternity and adoption leave. Australian institutions have some of the most generous parental leave packages in the survey.

- Medical insurance schemes are offered in all institutions surveyed in Canada and South Africa with contributory and non-contributory schemes in both countries. The University of Malaya also offers medical insurance on a non-contributory basis. Australia, NZ and the UK tend not to offer medical insurance, each of these countries has state-funded medical provision.
- South Africa was the only country to offer widespread housing assistance/benefits for academic staff.
- The majority of South African institutions also offered free tuition for dependants, this was also common among the Canadian institutions.
- The University of Malaya is the only institution surveyed that reports a supplementary allowance for lecturers in critical disciplinary areas such as engineering, medicine, dentistry, and law.

The findings of the 2004-05 Academic Staff Salary survey provide useful indicators for academic policy-makers and stakeholders. It provides analysis of the remunerative and non-remunerative benefits of academics nationally and in internationally across the sampled countries. Highlighted in the report is the continuing strong position of Australian academics both in terms of pay and other related benefits. The improving position of the UK academics is also observed, although this is more pronounced among lower graded academics than senior academics for whom pay advancement appears more limited. New Zealand has witnessed rather stagnant development in academic salaries in the past few years, which has caused it to slip down in the rankings since the last survey to fourth place. There have, however, been some signs of improvement in the most recent year and possible moves to change the payment negotiation framework may have an impact on future salaries. There has been no change in the ranking of Canada, South Africa and Malaysia (respectively, second, fifth and sixth) since the last survey.

Although not a comprehensive survey of institutions or countries the ACU salary survey provides valuable insights to trends in academic salaries and benefits internationally. A full data set for 2004-05 is provided in the appendices, which allows for direct comparisons between institutions and complements the trend analysis provided in the main report.

Introduction

Recruitment and retention of academic staff has become an increasingly critical issue in the globally competitive higher education (HE) sector. Central to the issue of recruiting and retaining academic staff is the remuneration, benefits and conditions provided for academics and their comparative standing within and across national boundaries.

This is the fifth survey of academic salaries and benefits that the Association of Commonwealth Universities (ACU) has undertaken since 1997. Originally conducted under the auspices of the Commonwealth Higher Education Management Service (CHEMS), the ACU salary survey remains one of the few international studies of academic salaries. The survey compares salaries and related terms and conditions for academic staff in select Commonwealth countries, providing a useful comparative tool for policy makers, administrators and academics. It is publicly accessible and therefore able to reach a broad audience of educational stakeholders. Whilst the survey is restricted to the Commonwealth, and does not provide comprehensive coverage of countries, (a task that would be overwhelmingly daunting even to the most well resourced of organisations), it does provide an important global dimension to the analysis of academic salaries and conditions.

Data for this survey was collected between September and November 2004. The previous survey covered 2001-2002, data for this survey covers two academic years, 2003-04 and 2004-05. The data from both years will be subject to analysis; however, only the full data set for 2004-05 is included in the appendices to keep the report a manageable size.

Data has been collected from 50 institutions across six countries. Countries included are; Australia (with 16 institutions responding), Canada (with 10), Malaysia (with 1), New Zealand (with 7), South Africa (with 6) and the UK (with 10). The response rate from the different countries is variable, with broader institutional representation from Australia, Canada, New Zealand and the UK.

This year, the analysis has been expanded, providing a much more in-depth profile for each country for all sections - particularly the salary analysis. Where available, information on national salary negotiations/procedures has been provided and salary scales from the private sector have been sought to see how the academic profession compares. Per capita GDP for each country has been added to indicate how the academic salaries fare in their national economic context.

Notes on Data

Academic Staff Categories

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

	Canada	UK
Associate Lecturer	-	Lecturer (A)
Lecturer	Lecturer	Lecturer (B)
Senior Lecturer	Assistant Professor	Senior Lecturer/ Reader
Associate Professor	Associate Professor	-
Professor	Professor	Professor

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 reflect the equivalent academic year.

Weighting

The salaries are not weighted for number of staff at a particular point in the scale. The salary averages are averages of the scale and are based on the arithmetic mean of the scale for each academic grade.

Currency conversions

A simple currency conversion does not provide an adequate basis of comparison, as currency valuations fluctuate from day-to-day and do not take into account the different costs of living between countries. In order to provide for

suitable comparison, all salary figures have been converted to US dollars using Purchasing Power Parity (PPP) conversion factor. The World Bank definition of Purchasing Power Parity is the “rate of currency conversion at which a given amount of money will purchase the same goods and services in two countries.”¹

Using a PPP conversion factor attempts to equalise the purchasing power of different currencies. The PPP conversion is calculated by comparing the price of ‘standard’ goods, broadly identical across countries, and using this to establish the exchange value into a single comparable currency, usually expressed in US dollars. The differences between PPP conversions and standard exchange rates can be substantial. An example from our data shows that the salary of a professor at the University of Stellenbosch is US\$58,405 using the PPP conversion factor, but drops by nearly a third to US\$41,536 when converted using the exchange rate at the time of writing (nearly US\$17,000 difference in purchasing power).

The methodology for calculating Purchasing Power Parity in the 2004-05 survey

Past ACU salary surveys have used the PPP conversion rates produced by the Organisation of Economic Co-operation and Development (OECD) and the World Bank’s International Comparison Programme (ICP). However, for this survey, as with the last, we have opted to use the ‘Big Mac Currency Index’ produced by the Economist.

The Big Mac (BM) index is based on a PPP model using the variable cost of the McDonald’s Big Mac to establish a comparative exchange index. The BM index has been accepted as a suitable method to compare purchasing power across national borders, indeed in 2000 it was used in another academic study that compared international academic salaries.²

Nonetheless, there are acknowledged controversies and weaknesses in using an index that is based on a single and highly branded product rather than a ‘standard basket of goods’. Other PPP measurements tend to be based on a much broader survey of comparable goods and services. Given that the value of goods and services can differ from country to country due to variable supply and demand, the World Bank posits that for a comprehensive PPP it is necessary to take an average of individual PPPs for different goods and services.³

While this is clearly not the case for the BM index, it was nevertheless decided that the latest BM index (published in May 2004) was the most appropriate because it is much more current than the most recent World Bank and OECD data from 2002. The subsequent two years have witnessed significant economic change, especially with regard to the value of the US dollar. It was felt that the conversion factor used should reflect the current economic climate so as not to misrepresent the contemporary value of the salaries. Moreover, the last salary survey also employed the BM index (for similar reasons), and to provide for the most consistent comparison of the two data sets, it is best to utilise the same methodological index.

For the purpose of comparison, Appendix C contains a table of the converted national salary averages using both the BM Index and the 2002 World Bank PPP. The table below details the PPP conversion factors for the BM index used in this survey and the 2001-02 survey and the most recent data from the World Bank. For some countries the difference is marginal or non-existent (UK, New Zealand) while for others it is highly significant (South Africa).

Country	World Devp. Indicators PPP (used by World Bank) – 2002	Big Mac implied PPP 2001 (used in 2001-02 Salary Survey)	Big Mac implied PPP 2004
Australia	1.4	1.18	1.12
Canada	1.2	1.31	1.10
Malaysia	1.6	1.78	1.74
New Zealand	1.5	1.42	1.5
South Africa	2.4	3.82	4.28
UK	0.7	0.78	0.65

¹ World Bank. International Comparison Programme 2003-2006 Handbook, Chapter 1, p.3

² Ong, L.L. and Mitchell, J.D. ‘Professors and Hamburgers: An International Comparison of Real Academic Salaries’. The University of Western Australia. 2000.

³ World Bank. International Comparison Programme 2003-2006 Handbook, Chapter 1, p.5

Pay Settlements, Negotiations, and Funding in 2004

Several labour negotiations have taken place in Commonwealth higher education institutions in the past two years, and some have only been resolved after union action. These events have played a role in shaping emergent trends in academic salaries, and have brought to the fore issues of recruitment, retention, and overall university funding. As changes in academic pay are often commensurate with such trends in funding, it is important to investigate how universities across the spectrum are funded, and what changes in overall university support have occurred.

Australia and New Zealand

Salaries and benefits in Australia and New Zealand are negotiated through enterprise bargaining. Union representatives from the National Tertiary Education Union (Australia) and the Association of University Staff (New Zealand) negotiate on behalf of academic staff. Staff representatives negotiate directly with the institution and the agreement is then subject to a staff ballot. The agreement needs to be voted for by a majority of the staff before it can be approved. Neither country currently uses a national framework for negotiating salaries as wages are defined by market value rather than a national pay spine. This may, however, be changing in New Zealand.⁴

Australia:

In Australia, some enterprise agreements were still underway at the time of writing. In May 2004, there was industrial action in the state of Victoria following the breakdown of negotiations at Victoria University and the University of Melbourne. Protests also took place at Southern Cross University in New South Wales over a three per cent pay rise which unions argue was insufficient compared with the interim payments made at other universities.⁵ These disputes have all subsequently been resolved.

Funding:

In 2003-04, the Australian Government devised research and development packages that resulted in substantial investment in universities. According to the Australian Vice Chancellors Association, however, state funding needs to show an equal commitment to provide for the highest quality of teaching and learning which, at present levels, is argued to be insufficient.⁶ The Commonwealth Government has made a commitment to increase funding by AUS\$838 million over 5 years through a new Commonwealth Grants Scheme that will increase the government contribution per student place from 2.5% to 7.5% by 2007. This funding increase, however, is conditional on institutions adhering to National Governance Protocols designed to encourage efficiency, productivity and accountability in the sector. The government also intends to increase funding through tuition fees with institutions able to increase student fees by 25% above the current HECS rates. It has also set a target of 35% for the maximum number of Australian fee-paying students of a total course cohort by 2005, up from 25%.⁷

New Zealand:

October 2003 saw unions (representing both academic and non-academic staff) bargain for two national collective employment agreements, one for academic staff and one for general staff, to replace the current enterprise agreements. In an attempt to equalise pay disparity among staff, the unions pushed for a common pay increase to be applied to each of the separate pay scales. After almost six months of negotiations, however, national bargaining was deferred for the remainder of the year. Collective employment agreements were subsequently renegotiated at an enterprise level to allow the work with employers to be completed. Industrial action was taken over the new pay agreements at the University of Otago in June 2004, although the dispute was settled with a compromise agreement the following month.⁸

Funding:

The New Zealand budget in May 2004 provides for NZ\$259 million additional funding to the tertiary sector over the next four years. Proportionally, the HE sector received the lowest funding increase in the whole of the education sector.⁹

⁴ See Association of University Staff of New Zealand website, National Bargaining. <http://www.aus.ac.nz/national_bargaining.htm> Last accessed 16 December 2004

⁵ Campus Review: Sweetness and light not felt nationally. 26 May 2004

⁶ Campus Review: More of the same or the winds of change?. 20 October 2004. <<http://www.camrev.com.au/article.asp?typeId=1&catId=2&articleId=4382>>

⁷ Higher Education Report for the 2004 to 2006 Triennium, Department for Education, Science and Training. <http://www.dest.gov.au/highered/he_report/2004_2006/default.htm>

⁸ See Association of University Staff of New Zealand website, National Bargaining. <http://www.aus.ac.nz/national_bargaining.htm> Last accessed 14 December 2004

⁹ Association of University Staff Australia. News. 27 May 2004. <http://www.aus.org.nz/news/2004/Budget.htm>

Canada

Salaries and benefits are negotiated through a similar process to Australia and New Zealand, through a process known as collective bargaining. The Canadian Association of University Teachers (CAUT) compiles a detailed survey each year of all the academic salaries –this information, however, is not in the public domain. Campus union branches of CAUT utilise this data to negotiate pay agreements on an institution-by-institution basis and to ensure that the 'market value' for academics is as equal as possible across the country. In the 2004 round of collective bargaining, two institutions (Acadia and Bishop's University) went on strike following a breakdown in the negotiations. Both universities were eventually able to settle the disputes with the respective university administrations and reach agreements.¹⁰

Funding:

In Canada, post secondary education institutions are administered and funded directly by the provinces. The federal government's only significant role in funding post-secondary education comes indirectly through federally-administered equalisation payments, which are general distributions of federally-accrued revenues towards the less wealthy provinces. While recipient provinces may or may not use equalisation payments to help support their higher education institutions, education remains under the full jurisdiction of provincial governments. This makes federal funding for higher education impossible to discern directly.

Despite this, the Canadian federal government has contributed to student scholarships through the Millennium Scholarship Foundation, an autonomous organisation established by an Act of Parliament in 1998. The Foundation operates with an endowment of CDN\$2.5 billion and offers a variety of scholarships and loans to Canadian university and college students.

Malaysia

Of the countries included in the survey, Malaysia has the least available information on pay frameworks for academics. It appears that pay and benefits are implemented on an institutional basis. Unfortunately, the response rate from Malaysia was very low, which means our salary survey does not offer significant opportunity to compare salary scales of different institutions within Malaysia (only the medical and non-medical departments at the University of Malaya have been compared). Anecdotal evidence suggests that the vice-chancellors have the ultimate authority to approve salaries in their institutions with little political leverage among staff unions to negotiate on behalf of academics.

Funding:

Funding for tertiary education does appear to have increased significantly over the last decade. The UNDP Human Development Indicators report that the proportion of the education budget spent on tertiary education in 2002 was 32% a considerable increase on the 19% allocation in 1990.¹¹

South Africa

Pay and benefits are negotiated on an institution-by-institution basis in South Africa. There is no central union with responsibility for negotiating pay. Responsibility largely lies with the institution to establish levels of pay that balance the resources available with the need to attract and retain suitable and sufficient staff. Whilst the government has recommended that institutions provide salaries that are comparable with salaries in the private sector and other parts of the public sector, there is no governmental compulsion in the pay arrangements of the institutions.

The South African University/Technikon sector is undergoing a period of considerable structural change with a programme of state-led mergers that will see the number of institutions fall from 36 to 22. This may have implications for pay settlements in institutions undergoing a merger, especially where institutions with different pay structures merge. The National Tertiary Education Staff Union is an advocate of national level collective bargaining for tertiary education workers, but argues that at the tertiary level there is a strong defence of institutional independence and autonomy which makes this difficult to implement.¹²

Funding:

According to the South African Universities Vice-chancellor's Association (SAUVCA), the state subsidy entitlement for each institution has been reduced, in real terms, each year from 1985. Along with rising student debt and, in a few cases, institutional debt, these subsidy reductions materially affected the capacity of universities to properly

¹⁰ See CAUT website. Bargaining Updates. <<http://www.caut.ca/en/services/collectivebargaining/bargainingupdates/>> Last accessed 25 November 2004

¹¹ UNDP. Human Development Indicators 2004. Education.

<http://hdr.undp.org/statistics/data/index_alpha_indicators.cfm> Last accessed 25 November 2004

¹² National Tertiary Education Staff Union. National Collective Bargaining in the HE Sector. <<http://www.ntesu.org.za/>> Last accessed 14 December 2004

fund staff costs.¹³ A new funding system was introduced in 2004 whereby state funding depends on three-year rolling plans developed by universities, their graduation rates, research outputs, equity and other targets. Nearly R10 billion (US\$1.7 billion) was set aside for tertiary education in 2004-05, with an extra R3 billion allocated for restructuring over the coming years.¹⁴

United Kingdom

The UK uses a national pay scale to determine salaries. Once the national framework is agreed negotiations take place in individual institutions based on the national framework. The national pay spine is negotiated by the Joint Negotiating Committee for Higher Education Staff (JNCHEs), which consists of representatives of staff unions and employers. In the most recent round of negotiations pay talks between the unions and the employers' body (The Universities and Colleges Employers Association) initially broke down in December 2003, however by July 2004 the current single pay spine was finally agreed.

As reported in the 2000-01 salary survey, there appears to be a gradual trend away from strict adherence to the nationally agreed pay scales (although this is not evident from our survey, which shows a high level of compliance). In 1995-96, 80% of academics were salaried on nationally determined pay scales with a further 5% on scales with a nationally determined minimum. In 2001-02, just over 70% were on national pay spines and 7% with a nationally agreed minimum. Those on local pay spines doubled from 6% to 12%. The Association of University Teachers (AUT) reports that, for academics at the Lecturer, Senior Lecturer, and Professorial level, the staff with the highest average salaries were employed either on the national scale or a scale with a nationally determined minimum.¹⁵

In the most recent round of institutional negotiations, a major dispute broke out between the main lecturers union, the Association of University Teachers, and the University of Nottingham over the level of flexibility allowed for local pay agreements under the national framework.¹⁶ The University of Nottingham is opting for a Performance Related Pay framework and negotiations under the terms of the national framework could not be sustained. Consequently the AUT 'greylisted' Nottingham and launched an academic boycott in September 2004. The boycott was, however, suspended in December 2004 pending talks and a ballot aimed at re-opening negotiations, this was the situation at the time of writing. A number of other institutions in the UK may wait to see how the Nottingham situation plays out before committing to the national single pay spine, which aims to have national coverage by 2006.

Funding:

University funding increased in the UK by 6.8% in 2002-03, 4.3% in 2003-04 and 4.3% in 2004-05. Between 2001-02 and 2003-04, £330 million was specifically allocated to reward and develop staff salaries and to address the issue of 'brain drain' in the UK.¹⁷ Moreover, the UK funding councils, most notably the Higher Education Funding Council for England (HEFCE), are giving increasing attention to the issue of incentive payments or "golden hellos" for academic staff. In December HEFCE reported that 78 HEIs in England were "running a "golden hello" scheme to encourage new entrants to teaching in higher education subjects where there is a shortage of staff." Recommendations have been made to incorporate incentive payments into the overall funding for rewarding and developing staff.¹⁸

¹³ SAUVCA. 'Academic Labour Markets and Salaries in South Africa'. 2004. Unpublished.

¹⁴ Taken from website of 'Study South Africa'. <<http://www.studysa.co.za/studysa.htm#planning>> Last accessed 25 November 2004

¹⁵ AUT. Local and national pay and employment in UK higher education 1995-2002. February 2004. <<http://www.aut.org.uk/index.cfm?articleid=175>> Last accessed 14 December 2004 [Also provides data on average salary of full-time academic staff by institution and gender for 2001-02]

¹⁶ THES. 'Pay plus gift vouchers scheme called 'insulting''. 10 September 2004

¹⁷ Funding Higher Education in England. Higher Education Funding Council for England. 2003.

<http://www.hefce.ac.uk/Pubs/hefce/2004/04_23/04_23.pdf> Last accessed 14 December 2004

¹⁸ HEFCE. Rewarding and Developing Staff: Golden Hellos and Promising Researcher Fellowships. 18 December 2003. <<http://www.hefce.ac.uk/pubs/board/2003/90/b124.pdf>> Last accessed 15 January 2005.

Salary Survey: Country Analysis

	Australia	Canada	Malaysia	New Zealand	South Africa	United Kingdom	Average
ASSISTANT LECTURER/LECTURER A	BM	BM	BM	BM	BM	BM	BM
Bottom of Scale	36,355	–	–	26,138	21,228	37,180	30,225
Middle of Scale	43,485	–	–	28,384	26,533	39,797	34,550
Top of Scale	49,191	–	–	30,562	35,555	43,578	39,722
Average	43,010	–	–	28,361	27,772	40,185	34,832
LECTURER							
Bottom of Scale	52,551	38,682	16,096	34,826	28,571	42,317	35,507
Middle of Scale	56,158	47,824	23,392	38,612	36,769	49,373	42,021
Top of Scale	61,503	62,809	36,933	42,378	46,270	58,369	51,377
Average	56,737	49,772	25,474	38,605	37,203	50,020	42,969
SENIOR LECTURER							
Bottom of Scale	63,431	46,395	27,260	43,187	35,116	54,962	45,059
Middle of Scale	68,641	57,679	33,436	50,735	43,897	61,106	52,582
Top of Scale	73,100	73,892	41,892	57,187	55,011	67,837	61,487
Average	68,391	59,322	34,196	50,370	44,675	61,302	53,043
ASSOCIATE PROFESSOR							
Bottom of Scale	76,284	57,308	28,931	57,577	42,348	–	52,490
Middle of Scale	80,512	72,174	33,871	60,629	52,836	–	60,004
Top of Scale	84,150	88,066	43,716	63,991	62,480	–	68,481
Average	80,315	72,516	35,506	60,732	52,555	–	60,325
PROFESSOR							
Bottom of Scale	97,842	68,345	42,038	66,058	57,566	67,130	66,497
OVERALL AVERAGE*							
Excluding bottom of prof. Scale**	62,113	60,537	31,725	44,600	40,551	50,502	48,338
Including bottom of prof. Scale	69,259	62,488	34,303	48,891	43,954	57,659	52,759
GDP PER CAPITA (US\$ PPP)***	29,000	29,800	9,000	21,600	10,700	27,700	

* Average = the averages for each scale

** For the averages, unless otherwise noted, the “exclusive” figures will be used when comparing salaries with other countries, as opposed to the “inclusive” figures. This is because the Professorial salaries surveyed represent only the bottom of the scale, and thus are not representative of the full scale, unlike the breadth that is reported for other academic levels. “Inclusive” figures will be used, however, in comparisons between the academic sector and private sector salaries.

*** CIA World Fact Book – 2004

Australia

The findings indicate that, in terms of salary alone, Australia is the most attractive country in the survey at all levels. If one looks at the average scores above, Australia has the highest salaries across all of the academic staff categories.¹⁹ The UK has a marginally higher salary at the bottom of the Assistant Lecturer category and Canadian academics appear to fare better than their Australian counterparts when they reach the top of the scale in each category, but overall averages are still lower than Australia. Up to senior lecturer level the UK has the second highest average salaries, but is still some way behind Australia, across the first three grades Australian salaries are on average 10% higher than the UK.

One striking element of the survey is the significant discrepancy between salaries in New Zealand and Australia, where the issue of staff mobility is a pressing one, especially considering that New Zealand nationals can work freely in Australia.²⁰ As Birrell and Rapson point out, Australia remains the focal point for the New Zealand

¹⁹ Please note the average is for the salary scale is not weighted according to the number of staff earning at particular points in the scale. It is meant as a comparator of different salary scales internationally.

²⁰ “New Zealand citizens who enter Australia on a valid New Zealand passport, are granted, on arrival, a visa that provides them with unrestricted work rights.” From Australian Government, Department for Immigration and Multicultural and Indigenous Affairs website: <<http://www.immi.gov.au/employers/kit2003/11.htm>>

diaspora and immigration to Australia has increased significantly over the last decade.²¹ According to the BM index, the averages for the Australian scale across categories are around 40% higher than New Zealand. It is worth noting that when converted using the World Bank PPP factor the gap is significantly reduced (see Appendix C) but the difference is still substantial at nearly 10%.²² As will be seen below in the section on New Zealand, this salary discrepancy between the two countries is similar in non-academic fields in the private sector.

The overall average for Australia, including the bottom of the Professorial scale, is well above the Australian per capita GDP, by a factor of nearly 2.5. Even at the bottom end of the scale, the average of the Assistant Lecturer scale is higher than per capita GDP by a factor of 1.5. When compared to professions in the private sector, however, Australian academic salaries do not fare particularly well. For example, a survey of lawyers' incomes carried out by the ZSA legal recruitment firm reports that average salaries in the first six years of practice range from AUS\$45,000 to AUS\$122,500 (BM PPP US\$40,179 – US\$109,375) with additional bonuses ranging from 0-30%.²³ Thus, after six years, the average lawyer would be earning nearly 12% more than the average Professor before bonuses, bearing in mind that the level of education and years of experience is likely to be much higher for a Professorial academic than a lawyer with less than ten years experience. When comparing the overall averages for both scales, however, the lawyers' average is only 2.2% higher than the academics (inclusive of the bottom end professors' salaries), indicating that the differentials become more pronounced at the upper end of the scale.

Canada

Canada ranks second after Australia in the overall average of academic salary scales in the survey. If the bottom of the Professorial scale is included, the overall Australian average swells to 10.8% above the Canadian average, while Canada is 8.4% higher than the UK, ranked third overall. In the individual categories, however, Canada is relegated to third place behind the UK in the Lecturer and Senior Lecturer categories.

These figures require some explanation. In all of the categories, the average of the scale for Canada appears to be significantly lower than Australia, much more so than the overall average would suggest. At the bottom level of the Professorial scale, for example, Australia is 43% higher than Canada. It should be noted, however, that each of the scales for the Canadian academic levels tends to be much broader than in Australia. In each case, the bottom of the scale is lower than the Australian equivalent and the top is higher. Given that the overall average for Australia is brought up considerably by the bottom of the Professorial scale, and that there is no top scale salary reported for this level, it is likely that the results show a disproportionately higher salary for the Australian academics. When the Professorial salary is included, the difference between Canadian and Australian salaries is approximately 11% and, when it is excluded (producing averages of \$62,113 and \$60,537 for Australia and Canada respectively), the difference between the two is around 2.6%. This indicates a much closer relationship between Australian and Canadian salaries than the figures initially suggest.

In Canada, there is no equivalent category for Assistant Lecturer, which may go some way to explaining the broader range of salaries in each scale. It might be useful to think of the lecturer scale in Canada as a conflation of the Assistant Lecturer and Lecturer scales. This seems to provide a more accurate comparison with Australia and the UK. It also means that Canada has the highest starting salary among the surveyed countries.

As in Australia, Canadian academic salaries are considerably higher than per capita GDP (with the overall inclusive average a multiple of 2.1 of per capita GDP). Again, however, when compared with lawyers' salaries in the private sector, the academic salary compares poorly. The disparity between the salaries of academics and private sector lawyers in Canada is greater than all the other countries in the survey for which the data is available. According to the ZSA 2004 lawyers' salary survey, salaries before bonuses run from PPP US\$52,273 to US\$100,182. By province the highest average starting salary is in Toronto at PPPUS\$75,000. At the bottom of the Lecturer scale, the average first year lawyers' salary is 35% higher, while lawyers with six or more years experience earn almost 50% more than an academic at the start of the Professorial scale.²⁴ Although when comparing the overall averages of the academic and the lawyer (years 1-6) scales the difference is reduced to 20%, this is still considerable, especially when considering most lawyers (and, for that matter, other professionals in the private sector) receive some kind of bonus on top of these salaries.

²¹Birrell, B. and Rapson, V. 'New Zealanders in Australia: the end of an era?' *People and Place*, vol. 9, no. 1, March 2001, Monash University Victoria, pp. 61-74.

²² See

<<http://web.worldbank.org/WBSITE/EXTERNAL/DATASTATISTICS/ICPEXT/0,,pagePK%3A62002243~theSitePK%3A270065,00.html>> Last accessed 14 December 2004

²³ Though it is difficult to find comparative pay scales, this is one of the few international surveys of salary scales in the private sector with some level of equivalence in terms of educational/qualification requirement. A list of these scales can be found in Appendix E

²⁴ ZSA Legal Recruitment. Salary Survey 2004. <<http://www.zsa.ca/En/Info/index.php?area=americas>> Last accessed 14 December 2004

Malaysia

Malaysia is the lowest ranked country of all those surveyed both overall and for each academic grade. It is important to remember, however, that only one survey was returned from Malaysia and it is difficult to tell how representative this is of the country as a whole. The overall average (excluding the bottom of the Professorial scale) for Australia is almost double that of Malaysia – and more than double if you include the bottom of the Professorial scale. Even South Africa, with salaries closest to those of Malaysia, has an overall average that is nearly 30% higher than Malaysia.

Malaysia (or at least the University of Malaya) does not have a category for Assistant Lecturer, like Canada, it might be more appropriate to view the Lecturer scale as a conflation of the Assistant Lecturer and Lecturer levels used in other countries.

Despite low comparative international salaries the University of Malaya academics fare better than the other countries in relation to per capita GDP. The average of the Malaysian scale is 3.5 times GDP per capita. This considerable gap is indicative of very high differentials of income and high levels of poverty with many living below the GDP per capita level in Malaysia. It also indicates that while salaries of Malaysian academics may not compare well internationally, in the national context the salaries are of a relatively high standing. The University of Malaya also offers supplementary allowances for lecturers in critical disciplinary areas such as engineering, medicine, dentistry and law.

New Zealand

New Zealand has already been discussed in the Australian section with regards to its comparative position in relation to its neighbour. New Zealand ranks fourth of the six countries both overall and in each category where all six countries are represented. Placed between the UK and South Africa, New Zealand is slightly closer to the lower ranked South Africa, with a gap of around 10%, the gap with the UK is 13%.

Despite its relatively low international rank and relatively high per capita GDP (PPP US\$21,600), New Zealand still fares quite well in relation to per capita GDP. Academic salaries average 2.3 times the country's average income per head of the population. Even at the bottom of the Assistant Lecturer level, the salary is PPP US\$4,538 higher than the per capita income.

Private sector income for lawyers in New Zealand is, unsurprisingly, significantly higher than academic income. However, the gap is not as substantial as some of the other countries with the average of the six-year career scale only 4.3% higher than the average of the academic scale (inclusive of the Professorial bottom level). Unlike Australia, where the gap is greatest at the top end of the scale, in New Zealand the widest gap is at the bottom of the scale, with starting salaries for lawyers 30% higher than for new academics.²⁵ It should be remembered that the lawyers' survey only covers the first six years of practice, while the academic scale covers the larger portion, if not the whole, of an academic career. This is perhaps a stark reminder of the differences between the professional private sector and academia.

South Africa

It should be noted that there is quite a high discrepancy between the BM (2004) and World Bank (2002) PPP conversion factors for South Africa. The World Bank PPP conversion factor for the South African Rand was 2.4 in 2002 while the BM index for 2004 is 4.28. This is a considerable difference with highly significant implications for the data. There can be no perfect measure for PPP, and the South African case provokes a serious dilemma given that the discrepancy between the two conversion factors is much more significant here than in any of the other countries in this survey. Using the World Bank PPP, South Africa would be the highest-ranking country in our survey; whereas, using the BM index, South Africa is placed fifth between New Zealand and Malaysia. Ultimately, however, the decision to use the BM index because the data is more up to date stands. Moreover, conceptually the BM conversion seems more fitting, especially given the recent analysis by SAUVCA in their report on Academic Labour Markets and Salaries in the South Africa. The SAUVCA report discusses the long-term decline in funding to academic institutions stating that:

“ . . . in real terms, the state subsidy entitlement for each situation has been reduced each year from 1985, leading to universities receiving 68% of expected subsidy income in the 1996/97 fiscal year, 65.6% in 1997/98 (van der Walt *et al*, 2002) and 53% of the expected subsidy income for 2002/03 (DoE, 2002).....These subsidy reductions materially affected the capacity of universities to properly fund staff costs.”²⁶

Although South Africa is ranked between New Zealand and Malaysia, it is much closer to New Zealand than Malaysia. New Zealand's overall average is nearly 10% higher than South Africa's, while the South African

²⁵ ZSA Legal Recruitment. Salary Survey 2004.

<<http://www.zsa.ca/En/Info/showInfo.php?file=/En/Info/Pages/newzealand.inc> > Last accessed 14 December 2004

²⁶ SAUVCA. 'Academic Labour Markets and Salaries in South Africa'. 2004. Unpublished.

average, as mentioned, is nearly 30% higher than Malaysia. When it comes to academic salaries in relation to per capita GDP, however, the similarities with Malaysia are more pronounced. The South African overall average is 3.8 times GDP per capita – even at the bottom of the assistant lecturer scale, it is nearly twice as high. As with Malaysia, this probably indicates high levels of income differentiation.

A striking characteristic of the South African data that reinforces the notion of highly differentiated salaries is the significant difference in the salaries offered at different institutions (See South African table in Appendix A). For example, at equivalent academic grades, South Africa's best-paying university doubles the salaries of the lowest-paying institution in the country. This characteristic is linked to, and sustained by, high levels of autonomy among South African institutions in negotiating salaries as well as the continued legacy of an historically divided and differentiated HE system. It will be interesting to see if the current restructuring of South African Higher Education will lead to any significant changes and greater levelling of the remuneration packages for academics in South Africa.

The low earning power of South African academics compared to professionals in other sectors (both private and public) is also important, and has been picked up in government recommendations on academic pay. The National Plan for Higher Education in South Africa recommends that institutions "develop strategies to improve salaries and to narrow the salary gap between higher education institutions and the private and public sectors."²⁷ The SAUVCA report states that: "it has been evident for a long time that academic salaries are not comparable to private sector salaries and... have been increasing at a slower rate than salaries offered to professionals in other fields." They report that the Professorial package is less than half of the Johannesburg City Manager, about 56% of a municipal executive director, 44% of a Director-General's package and 82% of a Director in the Civil Service.²⁸

United Kingdom

The UK is ranked between Canada and New Zealand. As mentioned above in the Canada section, the UK appears to have slightly higher averages in a number of categories. Overall, though, Canadian salaries rank 20% ahead of the UK (excluding the bottom of the Professorial scale), or 8% higher (including the bottom of the Professorial scale). This discrepancy is explainable by the fact that Canada has no equivalent for Assistant Lecturer (or in the case of the UK, Lecturer A) and the UK has no equivalent for Associate Professor (as distinct from Senior Lecturer/Reader). Thus, compared to Canada, the UK has fewer wage brackets at the upper end of the pay scale, leading to a significant difference in the scales overall – especially if the bottom of the Professorial scale is excluded.

This reinforces the findings of the UK lecturers' union NATFHE that there is "steady earnings growth during the early stages of an academic career" but "a reduced rate of earnings growth from the age of 45 to retirement." It was found that the majority of academics reach an "earnings plateau within their grade once they have completed ten years of service after which earnings increase at a slower rate or remain static until retirement, unless they are promoted to a higher grade". Lack of pay incentives for established academics ten or more years into their careers, particularly those who are not promoted to Professorial grade, is considered to be a major frustration among older academics and a disincentive for younger ones.²⁹

Because UK academic salaries are based on a nationally negotiated framework, there is a high level of uniformity in the salaries across institutions when compared with other countries (see Appendix A). The salaries reported by the institutions participating in the survey adhere very closely to the latest nationally agreed pay scale (see Appendix D). In only one example is the institution pay scale different from the national pay scale in every category and here the salaries are, on the whole, higher than the national scale.

The ZSA survey results for private sector pay of compliance officers in the UK shows that average entry level salaries reach PPP US\$38,500 and senior compliance officers can average PPP US\$138,600, leading to an overall average salary of PPP US\$86,240 across all levels.³⁰ At entry levels there is no significant difference with academics, however, the gap between academics and compliance officers widens greatly with experience. Professors at the bottom of the scale in the UK receive an average salary that is less than half that of the average senior compliance officer.

It is not particularly surprising that the private sector provides greater remunerative opportunities than the academic sector, but it is increasingly argued that even other sections of the public sector offer better pay

²⁷ National Plan for Higher Education in South Africa. Section 2.
<<http://www.polity.org.za/html/govdocs/misc/higheredu1.htm?rebookmark=1#Section%202>> Last accessed 17 December 2004

²⁸ SAUVCA. 'Academic Labour Markets and Salaries in South Africa'. 2004. Unpublished.

²⁹ The Guardian. 'Transparency in UK academic pay.' By Andy Pike, national official of NATFHE. 23 May 2003.
<<http://education.guardian.co.uk/pay/story/0,,960650,00.html>> Last accessed: 07 December 2004

³⁰ While compliance officer salary data is available, no similar data is supplied for lawyers in the UK

packages and incentives than the HE sector. Figures compiled by the AUT show that in the decade to April 2003 average public-sector pay increased by 12.6% in real terms while academic pay increased by just 6.6%.³¹ Furthermore, in a speech given by the Professor Ivor Crewe, President of Universities UK he stated that:

“Academic salaries have fallen a long way behind not only the private sector but much of the public sector, including secondary schools. Almost no first-class UK graduate in a subject commanding high salaries in the private sector - economics, business and management, commercial law, mathematics and statistics - is willing to sacrifice high earnings and accumulate more debt as a PhD student for the sake of entering a poorly paid academic profession in their late 20s.”³²

In relation to per capita GDP, as with the other countries surveyed, the overall average of the UK pay scale is much higher, around twice as much. Even at the bottom of the scale academic salaries are about US\$10,000 (PPP) higher than GDP per capita.

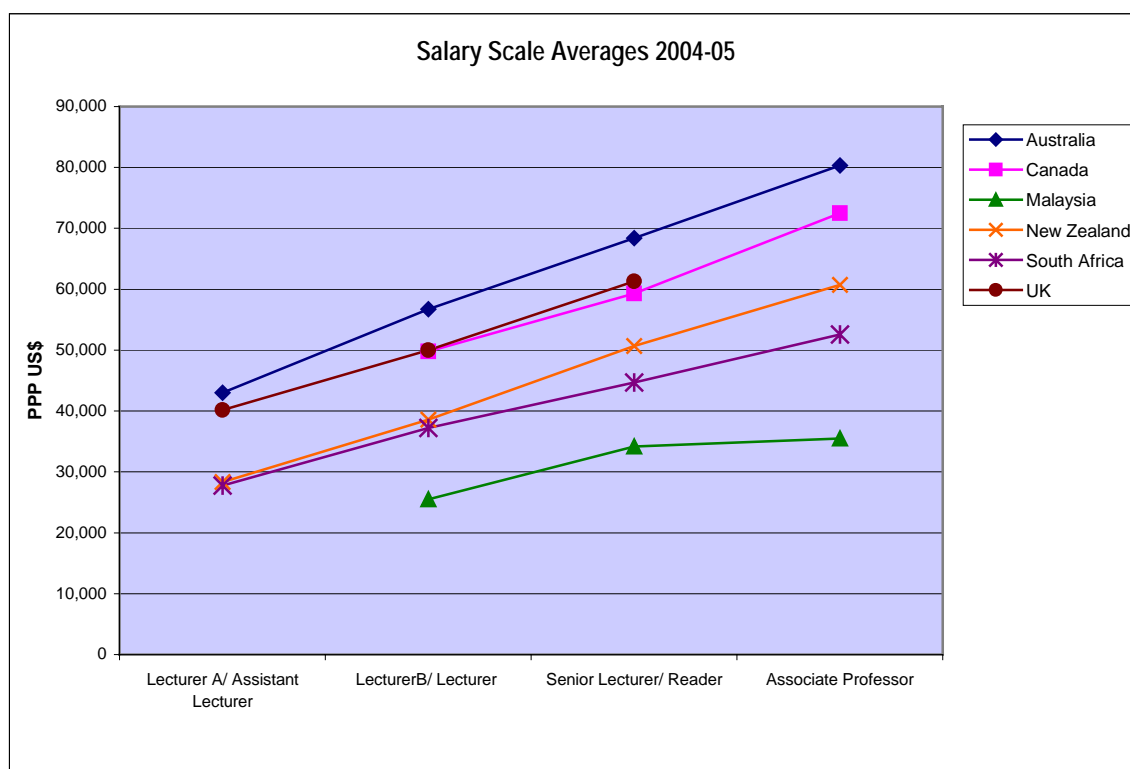
Summary

The overall trends of this year’s salary survey and comparisons with data from previous years can be best illustrated in the series of graphs below.

2004-05

The first graph sets out the averages for the lecturer categories up to Associate Professor based on the salary scale averages.

Fig. 1



The graph illustrates that there are four main strands among our six countries. At the highest level is Australia, which starts comparatively high and has a steep trajectory to the Assistant Professor level. The next strand is the pairing of the UK and Canada, which appear almost level at the Lecturer and Senior Lecturer levels with Canada moving higher at the Assistant Professor category, providing an intermediary wage bracket, which is not offered in the UK, before the Professorial level.

The next pairing is New Zealand and South Africa. Again, they are quite close at the lower levels, but New Zealand separates at the top with the Senior Lecturer and Assistant Professor grades, becoming comparable to

³¹ THES. 'Academic pay rises lag behind teachers'. 15 October 2004.

<http://www.thes.co.uk/search/story.aspx?story_id=2016399>. Last accessed: 07 December 2004

³² Professor Ivor Crewe. 'UK Universities, Europe and the Globalisation of Higher Education'. 13 July 2004.

<<http://www.universitiesuk.ac.uk/speeches/show.asp?sp=65>>. Last Accessed: 07 December 2004

the Lecturer and Senior Lecturer levels in Canada and the UK. Malaysia at the bottom has a fairly stagnant trajectory. The Lecturer and Senior Lecturer levels in Malaysia are almost level with the Assistant Lecturer and Lecturer levels in South Africa and New Zealand, but there is hardly any increase between Senior Lecturer and Assistant Professor. It should be remembered, however, that the Malaysian figures are based on only one institution.

Four year trend

The table below details the salary ranking for each of the surveyed countries since the 2000-01 survey:

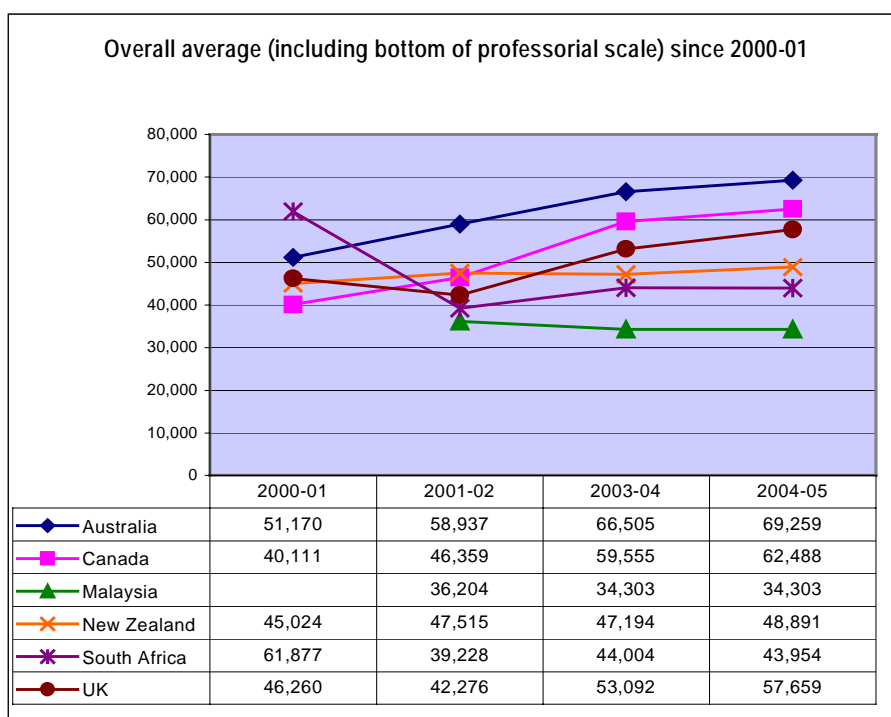
Rank	2000-01	2001-02	2003-04	2004-05
1	South Africa	Australia	Australia	Australia
2	Australia	Canada	Canada	Canada
3	UK	New Zealand	UK	UK
4	New Zealand	UK	New Zealand	New Zealand
5	Canada	South Africa	South Africa	South Africa
6	*	Malaysia	Malaysia	Malaysia

NB: - This is based on the averages of the scales for each category (including the bottom salary for professors for consistency)
 - 2000-01 used the World Bank PPP conversion factor (1998)
 - Malaysia was not included in the 2000-01 survey

The World Bank conversion factor used in the 2000-01 survey has placed South Africa at the top and Canada at the bottom, whereas these trends are almost reversed in the later years where the BM index is used. It is difficult to determine the precise impact of changing the conversion factor; while it is certainly significant for South Africa, the impact for other countries is more difficult to gauge. Some of the trends are consistent across all years and since 2001 the same conversion methodology has been used.

The graphs below illustrate changes in the overall averages since 2000:

Fig. 2

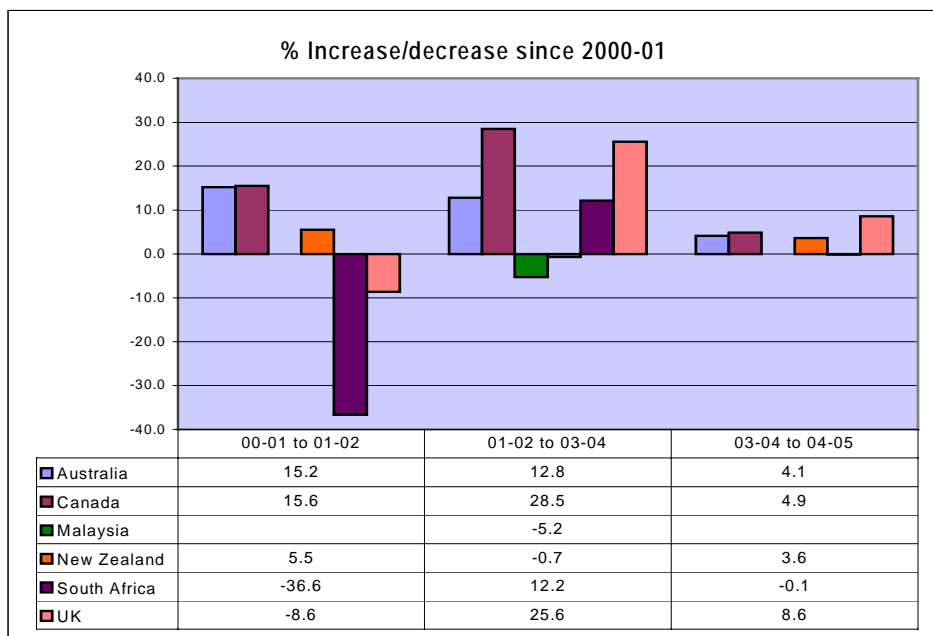


*The inclusive averages are used in Fig. 2 for consistency with previous years.

Figure 2 and 3 indicate steady growth in Australia and Canada since 2000 and in the UK from 2001, (the anomaly in the 00-01 to 01-02 period is likely due to the change in conversion methodology). It should be noted that the 01-02 and 03-04 period covers two academic years and, presumably, two years of wage increases. This explains the relatively high percentage increase between 01-02 and 03-04, especially in the UK and Canada. For Malaysia and New Zealand, however, there is an actual decrease in the converted salaries.

The Malaysia average drops by 5.2%, but this is likely due to the fact that a different Malaysian institution completed the survey in 2001-02 (in which Malaysia was also represented by one respondent) and the difference is probably more reflective of the wage differential between the two institutions than a trend in academic wages generally. In New Zealand the decrease was marginal at 0.7% and is due to a slight increase in the BM conversion factor used in this survey. If the overall averages of the two years remain unconverted and are compared in NZ dollars the 03-04 salaries are 5% higher than 01-02, although this is still quite a small increase considering the two year gap.

Fig. 3



Between 03-04 and 04-05, the UK has the highest percentage increase at 8.6%, followed by Canada (4.9%), Australia (4.1%), and New Zealand (3.6%). For the University of Malaya, no change was reported for the 04-05 wages (this is likely to be because wages have not yet been confirmed for the 04-05 period). South Africa sees a change of - 0.1%, this is slightly misleading, because one university in the lower salary bracket only provided data for 2004-05, not for 2003-04, which falsely inflated the 2003-04 data for comparative purposes. If the data from this university is excluded from the 2004-05 data, the overall average rises from PPP US\$43,954 to PPP US\$45,716, a 3.9% increase on 2003-04. Of all countries surveyed, Canada, followed by Australia and the UK, has experienced the most consistent trend of salary increases in the years since 2000. South Africa has seen the largest decline largely due to the change in conversion methodology between the 00-01 and 01-02 surveys. New Zealand has remained fairly stagnant, although there were signs of growth in 04-05.

Associated Benefits

Professional compensation is not limited strictly to salaries, with the result that any analysis of compensation is incomplete without carefully accounting for associated benefits. Leave entitlements, medical coverage, and other bonuses, are crucial elements of compensation, and the conditions which govern these benefits vary among institutions and among countries. The following section will provide analysis of these benefits, and will identify trends that have emerged over the course of our most recent surveys.

Pension Schemes

Australia:

In Australia, universities are legally required to pay superannuation payments on behalf of their employees. The majority of Australian universities have adopted the 'Unisuper' scheme, specifically for people working in higher education and research. UniSuper was officially launched on 1 October 2000 as the merged product of two university-sector funds - the Superannuation Scheme for Australian Universities (SSAU) and the Tertiary Education Superannuation Scheme (TESS). All Australian institutions surveyed provide Unisuper pension benefits to their academic staff. One university in the survey also provided the option for staff to adopt the Qsuper fund

instead of the Unisuper. In the majority of cases, the employee contribution is 7% and the employer 17% (although the Qsuper rates are slightly lower).

The pension value received at retirement is determined by a number of factors such as the final salary of the employee, the number of years contribution, and the type of fund to which contributions have been made. For example, in the Unisuper, there is the choice of an accumulation-style account (similar to an investment savings account) or a more traditional pension account (defined benefit plan). The latter is a formula-based plan that provides a benefit based on salary, age, years of membership and Average Service Fraction (ASF).³³

Canada:

All responding Canadian institutions provide a pension scheme, although there is no single defined scheme adopted for academics across institutions in Canada. Employee contributions reported range from 6% to 9%. Employer contributions tend to match that of the employee, but in some cases, slightly exceed it. Pension schemes provided by institutions tend to be specific to the institution and, as such, there are slight variations in the different schemes offered across the institutions. The value of the pension at retirement is formula based. A common formula in Canada is 1.5% of best average earnings up to average "YMPE"³⁴ plus 2% of best average earnings in excess of the average YMPE multiplied by the number of years service. Other formulas, though, are also applicable.

Malaysia:

In the very limited sample from Malaysia, pensions are provided for staff. The scheme at the University of Malaya is a contributory scheme with relatively high employee contributions of 11%. Employer contributions are 12%. The value of the payable benefits is not more than half the last drawn salary.

New Zealand:

The New Zealand Universities' Superannuation Scheme was established in 1993 to provide employees of universities and employees of associated companies and organisations with retirement benefits. All New Zealand universities are currently participating in the scheme. The minimum contribution of a subsidised member is 3%. The employer contributes to the Scheme at a rate of 1.35 times the Subsidised Member's contributions, up to a maximum of 6.75% of salary. This means the maximum employer contribution is made when the employee contributes at the rate of 5%. The benefits payable to the employee are based on the accumulated contributions of employee and employer plus interest earned from the fund investment. Benefits are paid in lump sum form and are generally payable tax-free.³⁵

South Africa:

There is not a dedicated pension scheme for HE staff in South Africa and retirement provision varies among the institutions. Two of the responding institutions offer a non-contributory provident fund, where employers make all contributions. Contributions to the fund form part of staff members' total cost of employment. Provident funds allow for some, or the entire fund, to be paid as a lump sum or as a pension. Employee contributions to pension schemes range from 12% at the bottom end to 22.5% at the top end. One institution allows employees to determine the ratio of member/ institution contributions within a range of 10 – 20%. Employee contributions of 7.5% are made at four of the six South African institutions surveyed. One institution operates a formula based pension with the value calculated at 2.7% of the average pensionable salary during the last 12 months of earnings multiplied by the years of pensionable service. Other funds are based on accumulated contributions plus interest earned and can be paid to the employee in a lump sum.

United Kingdom:

All UK institutions included in this survey are in the Universities Superannuation Scheme (USS). This is a scheme for employees of UK universities and other higher education and research institutions. USS is one of the largest private sector pension schemes in the UK with over 360 participating institutions. USS members pay 6.35% of their salary monthly until age 65, or until 40 years' pensionable service has been completed. Employer contributions are 14%. The pension value at retirement is:

- A pension for life commencing on retirement at the annual rate of 1/80th of pensionable salary (last 13 years of service) for each year of pensionable service and
- A tax-free lump sum of 3/80ths of pensionable salary for each year of pensionable service.³⁶

³³ UniSuper. Superannuation Plans. <<http://www.unisuper.com.au/products/superannuation.cfm>> Last accessed 4 January 2005.

³⁴ YMPE refers to Yearly Maximum Pensionable Earnings, applicable under the Canada Pension Plan for a 3-5 year period immediately before retirement.

³⁵ New Zealand Vice-Chancellors Committee. Superannuation. <<http://www.nzvcc.ac.nz/default.aspx?l=3&p=49#whatsort>> Last accessed 26 November 2004.

³⁶ Taken from USS Website. <http://www.usshq.co.uk/members_and_former_members_index.php?name=scheme_overview_costs> Last accessed 26 November 2004.

Pension Summary

All countries provide pension schemes to their employees. The majority are contributory schemes (Australia, Canada, Malaysia, New Zealand and the UK) with employee contributions ranging from about 5% up to 11% and employer contributions equalling or exceeding employee contributions sometimes by more than double (e.g. Australia and the UK). In South Africa some institutions offered non-contributory schemes where the institution covered all payments.

Medical Aid

On the whole, the Australian universities make no special provision for medical aid to their staff. Although two institutions pointed out that a 1.5% tax on salaries funds the public Medicare plan, Australia's universal health insurance scheme.

All responding Canadian institutions have health care plans for their staff. A slight majority of responding institutions offered non-contributory schemes, whereby the university covers 100% of the contribution and between 80-100% of the medical costs (varying according to the type of medical provision). Those providing contributory plans made 50% contributions and covered up to 80% of health care costs supplementary to public health care provision. As in Australia, nationalised medical insurance is provided through a universal Medicare plan.

At the University of Malaya, a non-contributory health care plan is provided which covers up to 90% of medical costs, including hospitalisation.

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

Medical aid is provided in all responding South African institutions. One institution gives details of a contributory (50% paid by institution) and another a non-contributory scheme. In the contributory scheme 100% of medical costs are provided for.

The UK has a national health care system funded through National Insurance contributions. The majority of responding UK institutions do not provide medical benefits with the exception of two institutions. One provides a contributory and the other a non-contributory (for professors) scheme for private health care benefits. The contributory scheme offers a 32% reduction on standard rates charged by the insurers.

Leave

Annual and long service leave

In Australia, all surveyed institutions offer four weeks (20 working days) leave. The majority of Canadian and New Zealand institutions also offered four weeks, but in some institutions it was higher (See Appendix B). In Malaysia, six weeks (30 working days) is provided at the University of Malaya. The UK and South Africa have more variable leave provision. In the UK, the majority of institutions (four) provided seven weeks leave, two provided six weeks and one each provided eight, five and four weeks. Among the responding South African institutions, leave ranged from one month to 43 days.

Long service leave was offered at the University of Malaya – offering 35 days per annum after ten years service. In Australia, all institutions reported provision of 13 weeks long service leave after ten years service and some indicated 4.5 months of leave after 15 years of service.

Sabbatical

Australia, Canada, and New Zealand offer similar provision for sabbatical leave where the equivalent of one year for every six to seven years served is accrued. In New Zealand and Australia, this is on full pay. Where research is carried out overseas, additional financial support is reported by two institutions in New Zealand. In Malaysia (at the University of Malaya), similar provisions for sabbatical leave are made with five/nine months accrued over a three/five year period.

In South Africa and the UK, again, the situation is variable. In South Africa, annual leave ranges from two months for every year of full-time service to 30 days at another institution, one institution offered no sabbatical provision. In

Pensionable salary = "either the highest revalued annual salary during the last three years or the highest revalued salary averaged across any three consecutive years over the last 13 years"

the UK, a number of institutions have commented that sabbatical leave is secured by negotiation, and is not an entitlement of academic staff. Where leave was indicated, one institution offered an accruable rate of six months after six semesters' service (similar to the six months after three years offered at universities in Australia, Canada and New Zealand).³⁷ Another offered one term for every ten terms and the third responding institution offered one term for every six worked (also the equivalent to a year for every six served).

Parental leave - Maternity/Paternity/Adoption

Australia:

Negotiators of the Enterprise Bargaining Agreements in Australia place considerable emphasis on parental leave. In Australia, the most common arrangement for parental leave is 52 weeks leave for the primary care giver (which can be mother, father or adoptive parent). Where this is the mother or adopting parent then 12 weeks is usually provided on full pay, fathers tend to receive one week of full pay.

There are, however, growing examples of increased periods on full pay. For example, the recent Enterprise Bargaining Agreement negotiated in 2004 at Swinburne University (not included in survey), offers staff 14 weeks on full pay plus 38 weeks on 60% of normal salary. At UniSA (not included in survey) parental leave equivalent to 26 weeks on full pay will be available in their new agreement. Both agreements still need to go to the industrial relations commission for certification.³⁸

The survey response for one institution indicates that it too has changed its parental leave entitlement in 2004-05. In 2003-04, 14 weeks paid and 38 weeks unpaid was offered to mothers and the adopting parent and one week paid as part of the paternity package. However, in 2004-05, maternity and adoption leave is 14-26 weeks paid and up to four weeks paid for paternity leave (with a qualifying period for the maximum benefit). The trend in Australia, therefore, appears to be towards improving parental leave conditions for all categories of parent. Family friendly policies may well be linked to recruitment and retention initiatives as well as pressure from the union negotiating on behalf of Australian academics.

Canada:

To qualify for maternity or parental leave in Canada, an employee must usually have completed a specific period of continuous employment. Some provinces, however, (British Columbia, New Brunswick and Quebec) do not require a specific length of service. Length of service conditions for the other provinces represented in the survey are as follows: Alberta and Nova Scotia require 12 months of service, Saskatchewan and Newfoundland/Labrador require 20 weeks and Ontario requires 13 weeks. Parental leave in most provinces is around 35-37 weeks where government contribution is paid. Parental leave is normally partly 'topped up' by the university for some of the period, though this again is often linked to years of service.

All parents are eligible for parental leave and, in most jurisdictions (all provinces represented in the survey except for New Brunswick), both parents are permitted to take full parental leave. Maternity leave is in addition to parental leave and the time made available varies in length among the respondents. Two institutions offer 15 weeks and one each offered 20, 19 and 17 weeks of maternity leave on full or near full (95%) salary.

Supplementary paternity and adoption leave is also variable as four of the six institutions responding to this question indicated that paternity leave was equal to parental leave and did not indicate any supplementary provision. The other two respondents indicated that two weeks on full salary were provided. With regard to adoption leave, again, four institutions indicated that this was equal to parental leave, while one institution provided full maternity benefits and another additional benefit for both the non-primary carer (2 weeks full salary) and the primary carer (14 weeks full salary).

Malaysia:

The University of Malaya provides 60 days paid maternity leave and seven days paid paternity leave, and does not provide adoption leave. It is difficult to tell if this is reflective of broader parental leave patterns in Malaysia.

New Zealand:

As in Australia and Canada, parental leave in New Zealand is 52 weeks. Three of the five respondents offer six weeks on full pay, one offers six weeks full pay and three weeks of top up of benefits to full salary, and one offers nine weeks pay for maternity leave. Adoption leave is identical to maternity/parental leave among all responding institutions. Paternity leave entitlements are almost identical, with one exception, where two weeks are offered as paid leave unless it is in the place of maternity, in which case six weeks are offered.

South Africa:

³⁷ Some UK universities offer a term structure of three terms per year and others offer a semester structure of two semesters per year.

³⁸ Campus Review: 'Sweetness and light not felt nationally'. 26 May 2004

Of the six responding South African institutions, three provide three months maternity leave, two provide four months and one six months. Paternity leave is variable, ranging from three days to fourteen days. For adoption leave three institutions provide the same conditions as maternity, with one also providing six weeks for staff giving up a child for adoption. One institution provides three months while another provides six weeks for adopting staff and one institution does not appear to provide adoption leave at all.

United Kingdom:

There are a number of variations in the Maternity Leave packages offered at UK institutions. For all institutions, the maximum leave offered is 52 weeks. Statutory Maternity Pay (SMP) in the UK is paid for 26 weeks – the additional 26 weeks leave is unpaid and is taken at the parent's discretion. For academics, SMP is usually topped up by the employer; however the amount of top up is variable and usually dependent on length of service.

In our survey, the highest top-up rate offered is full salary for the entire 26 weeks, another generous package was 13 weeks on half pay and 13 weeks on full pay. A more standard arrangement appears to be 16 weeks on full pay and 10 weeks on SMP, or eight weeks on full pay, 16 weeks on half pay and two weeks on SMP.

On the whole, adoption leave is the same as maternity leave with Statutory Adoption Pay (SAP) the same as SMP and, among the responding institutions, the majority offered the same top up rates as for maternity. In one case, however, the top-up rate for adoption is less than maternity with only ten days on full pay. For paternity leave, all responding universities offered two weeks on full pay with one exception, which offered one week at full pay and one week at half pay.

Other Benefits

Australia:

A number of universities indicated that they offer salary sacrificing as part of their salary; namely non-cash benefits chosen by the employee in lieu of cash wages. Some defined benefits can be packaged so that certain expenses such as the purchase of computers, parking, superannuation, and childcare fees are paid for from pre-tax, rather than post-tax, salary.

Other examples of benefits among the Australian institutions include:

- relocation assistance
- educational assistance
- reimbursing Higher Education Contribution Scheme (HECS) costs paid by staff members.

Canada:

Five of the nine responding institutions indicate that they provide either free or reduced tuition for dependants. One institution indicated that it provides a housing allowance and eye care for staff. Dental care is provided at two institutions, life insurance by three and relocation expenses by two institutions. Other benefits reported include long term disability, accidental death and dismemberment coverage.

Malaysia:

The University of Malaya provides a number of additional benefits including:

- supplementary allowance for lecturers in critical disciplinary areas such as engineering, medicine, dentistry, law
- clinical allowance/specialist allowance for dental and medical lecturers
- administrative allowance for Deans and Heads of Departments
- official cars for top management and Deans
- professors are eligible for the following:
 - house maintenance subsidy
 - maid subsidy
 - entertainment allowance

New Zealand:

None of the institutions report providing housing benefits, loan of vehicle, or free tuition for dependants. Other benefits reported include:

- subsidies for gym membership
- free parking
- retirement gratuity
- discounted private health insurance.

South Africa:

Five of the six responding institutions provide some allowance for housing either for all, or for select groups, of their academic staff. Four institutions provide free tuition for dependants. Included among the other benefits are:

- life insurance
- vehicle financing scheme
- relocation costs
- dress allowance
- personal loans.

United Kingdom:

Only one institution among our respondents from the UK offers any kind of housing provision, and this is restricted to tutorial fellows. Among the other benefits, various UK institutions provide:

- relocation costs
- provision of staff nurseries and play schemes
- discounted insurance
- temporary accommodation
- sports facilities
- discounted health club membership

Summary

On the whole, benefits such as tuition for dependants and housing were not provided in most countries, with the exception of South Africa, which commonly provided housing benefits and tuition assistance for dependants, Canada provided tuition benefits for dependants in the majority of responding institutions. Australia is the only country to utilise salary sacrifice and salary packaging quite extensively. The other most common benefits across countries were provision of relocation costs and various forms of health and life insurance.

Conclusion


The 2004-05 ACU salary survey has expanded the salary and benefits analysis to provide more in-depth profiles for each country. Readers have the opportunity to compare data on the remunerative and non-remunerative benefits received by academics across institutions nationally and internationally.

Among the countries sampled in the survey, Australia had the highest comparative salaries overall followed by Canada and the UK. Malaysia had the lowest salaries internationally but had the highest salaries relative to per capita GDP of all the countries. New Zealand and South Africa, ranked fourth and fifth respectively, have experienced little growth since the last survey and fall away from the higher ranked countries at the top end of the academic scale. Benefits varied among countries and institutions. All institutions reported some form of pension provision for their academic staff. Leave entitlements varied but all institutions provide annual and parental leave and the majority of responding institutions offered sabbatical leave based on length of service. Private medical insurance tended not to be provided in countries with national healthcare plans. Among the institutions that did provide medical insurance some adopted contributory and others non-contributory schemes.

Any conclusions drawn from the data must, however, be treated with some caution for a number reasons. Firstly, with a relatively limited sample size the survey is not comprehensive in institutional or country coverage. Secondly it does not contain a detailed examination of issues such as the kind of infrastructure provided by the institution and other factors affecting the general working conditions of academics like the workload and research/teaching balance. Thirdly, Purchasing Power Parity conversions do not provide an absolute measure of comparative costs. As explained above, no ideal method exists that compares with complete accuracy financial data between countries with different currencies and costs of living.

Despite these caveats the survey still provides some highly useful indicators for comparing international salaries and conditions. The sample size, while limited, still represents 50 institutions (up 10% from last salary survey) in six countries across five global regions of the Commonwealth. With the exception of Malaysia all of the countries are well represented by a significant cross-section of institutions (differentiated by size, location and historical background) to provide a robust reflection of national trends in the sample countries. Moreover, because the survey has been carried out over a number of years, trends over time can also be identified within and across the participating countries. As one of the only surveys of its kind the ACU salary survey remains a good source of information and a useful comparative tool for HE staff and policy makers both within and beyond the countries represented in the survey.

APPENDIX A

AUSTRALIA 2004-05 	Adelaide		Australian National		Canberra		Central Queensland		Curtin University of Technology		Deakin (See A)		Edith Cowan (See B)	
	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP \$USD	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$
ANNUAL SALARY														
ASSOCIATE LECTURER														
Bottom of Scale	39,113	34,922	42,320	37,786	41,274	36,852	39,488	35,257	41,304	36,879	39,086	34,898	41,949	37,454
Middle of Scale	45,816	40,907	50,084	44,718	50,124	44,754	47,860	42,732	50,302	44,913	46,692	41,689	50,102	44,734
Top of Scale	53,080	47,393	56,569	50,508	55,783	49,806	53,334	47,620	56,053	50,047	53,042	47,359	56,908	50,811
LECTURER														
Bottom of Scale	55,876	49,889	59,420	53,054	58,684	52,396	56,141	50,126	59,004	52,682	55,837	49,854	59,849	53,437
Middle of Scale	60,064	53,629	49,761	44,429	65,213	58,226	62,459	55,767	65,644	58,611	61,069	54,526	65,459	58,446
Top of Scale	66,353	59,244	70,106	62,595	69,506	62,059	66,668	59,525	70,067	62,560	66,305	59,201	71,072	63,457
SENIOR LECTURER														
Bottom of Scale	68,445	61,112	72,242	64,502	71,651	63,974	68,772	61,404	72,279	64,535	68,399	61,071	73,314	65,459
Middle of Scale	72,636	64,854	77,587	69,274	78,097	69,729	74,966	66,934	78,917	70,462	73,633	65,744	78,925	70,469
Top of Scale	78,925	70,469	82,931	74,046	82,393	73,565	79,092	70,618	83,344	74,414	78,867	70,417	84,537	75,479
ASSOCIATE PROFESSOR														
Bottom of Scale	82,415	73,585	86,491	77,224	85,969	76,758	82,532	73,689	87,031	77,706	82,357	73,533	88,277	78,819
Middle of Scale	85,207	76,078	92,191	82,313	91,697	81,872	88,035	78,603	92,930	82,973	86,044	76,825	92,765	82,826
Top of Scale	90,794	81,066	97,814	87,334	94,558	84,427	90,788	81,061	95,879	85,606	90,732	81,011	97,253	86,833
PROFESSOR														
Bottom of Scale	106,161	94,787	110,718	98,855	110,310	98,491	105,922	94,573	112,107	100,096	106,089	94,722	113,713	101,529


Big Mac Index = 1.12 (May 2004)

A = Deakin University - for each category two salaries were provided for the the middle of the scale, for ease of analysis the average of those two salaries have been listed in the table above. Below are the actual salaries reflecting the middle of the scale:

- Associate Lecturer - 45784/47600
- Lecturer - 60021/62118
- Senior Lecturer - 72585/74681
- Associate Professor - 84148/87940


B = Edith Cowan University - for each category two salaries were provided for the the middle of the scale, for ease of analysis the average of those two salaries have been listed in the table above. Below are the actual salaries reflecting the middle of the scale:

- Associate Lecturer - 49,129 - 51,075
- Lecturer - 64,336 - 66,583
- Senior Lecturer - 77,803 - 80048
- Associate Professor - 91,269 - 94,261

AUSTRALIA 2004-05 	Griffith		Macquarie		Melbourne		Newcastle (See C)		New England		Queensland Univ of Technology		RMIT	
	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$
ANNUAL SALARY														
ASSOCIATE LECTURER					n/a									
Bottom of Scale	40,582	36,234	42,695	38,121		0	39,462	35,234	38,387	34,274	40,966	36,576	39,304	35,093
Middle of Scale	47,539	42,446	49,920	44,571		0			46,601	41,608	49,887	44,542	47,842	42,716
Top of Scale	55,072	49,171	57,747	51,560		0	53,547	47,810	51,851	46,296	55,585	49,629	53,312	47,600
LECTURER														
Bottom of Scale	57,973	51,762	60,759	54,249	59,536	53,157	56,366	50,327	54,546	48,702	58,509	52,241	68,745	61,379
Middle of Scale	62,321	55,644	65,273	58,279	66,233	59,137			60,607	54,113	65,097	58,122	62,434	55,745
Top of Scale	68,844	61,468	72,048	64,329	70,699	63,124	66,936	59,764	64,647	57,721	69,490	62,044	66,643	59,503
SENIOR LECTURER														
Bottom of Scale	71,016	63,407	74,307	66,346	72,932	65,118	69,047	61,649	66,665	59,522	71,677	63,997	68,745	61,379
Middle of Scale	75,366	67,291	78,821	70,376	79,629	71,097	-	-	72,727	64,935	78,259	69,874	75,061	67,019
Top of Scale	81,888	73,114	85,597	76,426	84,096	75,086	80,118	71,534	76,767	68,542	82,657	73,801	79,270	70,777
ASSOCIATE PROFESSOR														
Bottom of Scale	85,509	76,347	89,359	79,785	87,816	78,407	83,140	74,232	80,132	71,546	86,304	77,058	82,778	73,909
Middle of Scale	88,408	78,936	92,367	82,471	93,770	83,723	-	-	84,171	75,153	92,156	82,283	88,387	78,917
Top of Scale	94,205	84,112	98,390	87,848	96,748	86,382	91,593	81,779	88,211	78,760	95,084	84,897	91,195	81,424
PROFESSOR														
Bottom of Scale	110,148	98,346	109,710	97,955	113,120	101,000	107,096	95,621	103,026	91,988	111,174	99,262	106,629	95,204

Big Mac Index = 1.12 (May 2004)

C = University of Newcastle - In each category two salaries were given, for ease of analysis the average of those two salaries have been listed in the table above. Below are the salaries that were given in the survey response:
 Associate Lecturer - Bottom: 38,589 - 40,335 - Top: 52,356 - 54,738
 Lecturer - Bottom: 55,112 - 57,620 - Top: 65,447 - 68,425
 Senior Lecturer - Bottom: 67,512 - 70,583 - Top: 78,847 - 81,389
 Associate Professor - Bottom: 81,291 - 84,990 - Top: 89,556 - 93,631
 Professor - Bottom: 104,714 - 109,479

AUSTRALIA 2004-05 	Southern Queensland		Sydney		AVERAGE FOR AUSTRALIA	
	AUS\$	PPP US\$	AUS\$	PPP US\$	AUS\$	PPP US\$
ANNUAL SALARY						
ASSOCIATE LECTURER						
Bottom of Scale	39,280	35,072	45,555	40,674	40,718	36,355
Middle of Scale	45,711	40,813	53,364	47,646	48,703	43,485
Top of Scale	52,697	47,050	61,822	55,198	55,093	49,191
LECTURER						
Bottom of Scale	55,385	49,451	65,078	58,105	58,857	52,551
Middle of Scale	59,414	53,049	72,401	64,644	62,897	56,158
Top of Scale	65,463	58,449	77,280	69,000	68,883	61,503
SENIOR LECTURER						
Bottom of Scale	67,477	60,247	79,720	71,179	71,043	63,431
Middle of Scale	71,508	63,846	87,040	77,714	76,878	68,641
Top of Scale	77,555	69,245	91,922	82,073	81,872	73,100
ASSOCIATE PROFESSOR						
Bottom of Scale	80,913	72,244	95,988	85,704	85,438	76,284
Middle of Scale	83,599	74,642	100,867	90,060	90,173	80,512
Top of Scale	88,974	79,441	105,747	94,417	94,248	84,150
PROFESSOR						
Bottom of Scale	103,755	92,638	123,646	110,398	109,583	97,842

Big Mac Index = 1.12 (May 2004)


CANADA 2004-05	Brock		Lakehead		Laval		McMaster		Memorial		Mount Allison	
	CDN\$	PPP US\$	CDN\$	PPP US\$	CDN\$	PPP US\$	CDN\$	PPP US\$	CDN\$	PPP US\$	CDN\$	PPP US\$
ANNUAL SALARY												
ASSOCIATE LECTURER			n/a		n/a		n/a		n/a		n/a	
Bottom of Scale	-	-	-	-	-	-	-	-	-	-	-	-
Middle of Scale	-	-	-	-	-	-	-	-	-	-	-	-
Top of Scale	-	-	-	-	-	-	-	-	-	-	-	-
LECTURER												
Bottom of Scale	43,168	39,244	40,520	36,836	46,798	42,544	40,249	36,590	45,750	41,591	41,518	37,744
Middle of Scale	-	-	-	-	50,672	46,065	-	-	48,838	44,398	51,387	46,715
Top of Scale	-	-	105,250	95,682	62,432	56,756	-	-	53,470	48,609	59,969	54,517
SENIOR LECTURER/ ASSISTANT PROFESSOR												
Bottom of Scale	55,885	50,805	47,840	43,491	60,000	54,545	49,861	45,328	51,926	47,205	49,242	44,765
Middle of Scale	-	-	-	-	68,662	62,420	-	-	59,646	54,224	64,260	58,418
Top of Scale	-	-	105,250	95,682	82,651	75,137	-	-	65,822	59,838	79,279	72,072
ASSOCIATE PROFESSOR												
Bottom of Scale	67,009	60,917	59,995	54,541	70,000	63,636	64,455	58,595	61,190	55,627	59,969	54,517
Middle of Scale	-	-	-	-	80,037	72,761	-	-	79,718	72,471	79,279	72,072
Top of Scale	-	-	105,250	95,682	91,964	83,604	-	-	95,158	86,507	96,443	87,675
PROFESSOR												
Bottom of Scale	85,466	77,696	75,400	68,545	80,000	72,727	81,600	74,182	73,542	66,856	79,279	72,072
Middle of Scale	-	-	-	-	-	-	-	-	-	-	-	-
Top of Scale	-	-	117,210	106,555	103,042	93,675	-	-	-	-	-	-

Big Mac Index = 1.1 (May 2004)

CANADA 2004-05	New Brunswick		Okanagan		Royal Roads		Wilfred Laurier		AVERAGE FOR CANADA	
	CDN\$	PPP US\$	CDN\$	PPP US\$	CDN\$	PPP US\$	CDN\$	PPP US\$	CDN\$	PPP US\$
ANNUAL SALARY	n/a		n/a		n/a		n/a			
ASSOCIATE LECTURER	n/a		n/a		n/a		n/a			
Bottom of Scale	–	–	–	–	–	–	–	–	–	–
Middle of Scale	–	–	–	–	–	–	–	–	–	–
Top of Scale	–	–	–	–	–	–	–	–	–	–
LECTURER					See A					
Bottom of Scale	45,905	41,732	38,383	34,894	45,000	40,909	38,216	34,742	42,551	38,682
Middle of Scale	–	–	47,206	42,915	–	–	64,931	59,028	52,607	47,824
Top of Scale	58,589	53,263	56,367	51,243	65,000	59,091	91,646	83,315	69,090	62,809
SENIOR LECTURER/ ASSISTANT PROFESSOR			Assistant Professor		n/a					
Bottom of Scale	51,825	47,114	44,496	40,451	–	–	48,235	43,850	51,034	46,395
Middle of Scale	–	–	54,725	49,750	–	–	69,940	63,582	63,447	57,679
Top of Scale	78,974	71,795	65,344	59,404	–	–	91,646	83,315	81,281	73,892
ASSOCIATE PROFESSOR					n/a					
Bottom of Scale	64,749	58,863	57,955	52,686	–	–	62,025	56,386	63,039	57,308
Middle of Scale	–	–	71,441	64,946	–	–	86,482	78,620	79,391	72,174
Top of Scale	95,355	86,686	83,001	75,455	–	–	110,940	100,855	96,873	88,066
PROFESSOR			Full Professor		See A					
Bottom of Scale	80,267	72,970	65,025	59,114	55,000	50,000	76,217	69,288	75,180	68,345
Middle of Scale	–	–	–	–	80,000	72,727	–	–	80,000	72,727
Top of Scale	–	–	–	–	107,200	97,455	–	–	109,151	99,228


Big Mac Index = 1.1 (May 2004)

A. The salary scale for Professors at Royal Roads University is based on the annual salary of CDN\$80,000 which will be the normal starting salary for a full-time, 12 month, core faculty member whose knowledge, experience and skills are assessed at "the Qualification Reference Point" on the core faculty pay scale. The starting salary indicates advanced competencies in teaching, organizational leadership, supervision and management, a Doctorate and a minimum of 15 years of progressively senior experience teaching and/or in the private/public sector in relevant fields. When an individual possesses qualifications that do not match the Qualification Reference Point requirements, an adjustment may be made to the starting salary level. Variations from the Qualification Reference Point starting salary will normally be in units of \$1,600 and will be at the discretion of the VP, Academic & Provost, and the President. "Bottom of Scale" noted above is not a formal minimum, but rather the lowest salary we expect would be paid for a professor whose qualifications & experience do not match the Qualifications Reference Point.

NEW ZEALAND 2004-05 	Auckland*		Canterbury		Lincoln		Massey		Otago		Victoria U. of Wellington*	
	NZ\$	PPP US\$	NZ\$	PPP US\$	NZ\$	PPP US\$	NZ\$	PPP US\$	NZ\$	PPP US\$	NZ\$	PPP US\$
ANNUAL SALARY												
ASSOCIATE LECTURER												
Bottom of Scale	–	–	42,985	28,657	42,460	28,307	40,802	27,201	39,673	26,449	–	–
Middle of Scale	–	–	46,602	31,068	44,150	29,433	42,554	28,369	42,604	28,403	–	–
Top of Scale	–	–	49,900	33,267	45,840	30,560	44,304	29,536	45,343	30,229	–	–
LECTURER												
Bottom of Scale	53,722	35,815	53,199	35,466	50,930	33,953	50,724	33,816	53,722	35,815	52,348	34,899
Middle of Scale	58,948	39,299	59,104	39,403	56,015	37,343	57,730	38,487	59,259	39,506	57,704	38,469
Top of Scale	64,174	42,783	64,796	43,197	61,100	40,733	64,736	43,157	64,796	43,197	63,064	42,043
SENIOR LECTURER												
Bottom of Scale	68,298	45,532	68,201	45,467	65,090	43,393	63,566	42,377	68,298	45,532	66,637	44,425
Middle of Scale	76,864	51,243	76,168	50,779	74,695	49,797	78,278	52,185	76,976	51,317	74,969	49,979
Top of Scale	85,547	57,031	85,437	56,958	84,300	56,200	89,953	59,969	85,654	57,103	83,899	55,933
ASSOCIATE PROFESSOR												
Bottom of Scale	89,264	59,509	88,736	59,157	82,900	55,267	84,000	56,000	89,361	59,574	86,875	57,917
Middle of Scale	–	–	92,247	61,498	88,700	59,133	91,063	60,709	93,974	62,649	90,447	60,298
Top of Scale	–	–	95,652	63,768	94,500	63,000	98,125	65,417	98,586	65,724	94,019	62,679
PROFESSOR												
Bottom of Scale	102,446	68,297	98,950	65,967	95,280	63,520	98,009	65,339	102,990	68,660	98,781	65,854

Big Mac Index = 1.5 (May 2004)

* Information from Association of University Staff of New Zealand Website:
http://www.aus.ac.nz/pay_conditions/academicsalaries.htm

NEW ZEALAND 2004-05 	Waikato		AVERAGE FOR NZ	
	NZ\$	PPP US\$	NZ\$	PPP US\$
ANNUAL SALARY				
ASSOCIATE LECTURER				
Bottom of Scale	30,112	20,075	39,206	26,138
Middle of Scale	36,969	24,646	42,576	28,384
Top of Scale	43,826	29,217	45,843	30,562
LECTURER				
Bottom of Scale	51,028	34,019	52,239	34,826
Middle of Scale	56,665	37,777	57,918	38,612
Top of Scale	62,301	41,534	63,567	42,378
SENIOR LECTURER				
Bottom of Scale	63,872	42,581	66,280	44,187
Middle of Scale	74,771	49,847	76,103	50,735
Top of Scale	85,670	57,113	85,780	57,187
ASSOCIATE PROFESSOR				
Bottom of Scale	83,420	55,613	86,365	57,577
Middle of Scale	89,228	59,485	90,943	60,629
Top of Scale	95,036	63,357	95,986	63,991
PROFESSOR				
Bottom of Scale	97,148	64,765	99,086	66,058

Big Mac Index = 1.5 (May 2004)

S. AFRICA 2004-05 ANNUAL SALARY	Cape Town (See A)		Free State		North-West		Stellenbosch		Western Cape		Witwatersrand		SA AVERAGE	
	RAND	PPP US\$	RAND	PPP US\$	RAND	PPP US\$	RAND	PPP US\$	RAND	PPP US\$	RAND	PPP US\$	RAND	PPP US\$
ASSOCIATE LECTURER														
Bottom of Scale	–	–	83,430	19,493	68,724	16,057	116652	27,255	94620	22,107	–	–	90,857	21,228
Middle of Scale	–	–	94,479	22,075	87,120	20,355	–	–	112548	26,296	160,090	37,404	113,559	26,533
Top of Scale	212,000	49,533	106,002	24,767	105,516	24,653	159375	37,237	130764	30,552	199,400	46,589	152,176	35,555
LECTURER														
Bottom of Scale	–	–	118,005	27,571	94,020	21,967	162300	37,921	114804	26,823	–	–	122,282	28,571
Middle of Scale	–	–	144,342	33,725	121,866	28,473	–	–	143783	33,594	219,490	51,283	157,370	36,769
Top of Scale	233,200	54,486	164,925	38,534	149,712	34,979	226591	52,942	175524	41,010	238,268	55,670	198,037	46,270
SENIOR LECTURER														
Bottom of Scale	–	–	144,352	33,727	123,732	28,909	196911	46,007	136188	31,820	–	–	150,296	35,116
Middle of Scale	–	–	157,902	36,893	157,368	36,768	–	0	165876	38,756	270,371	63,171	187,879	43,897
Top of Scale	286,200	66,869	179,094	41,844	191,004	44,627	275347	64,333	196416	45,892	284,634	66,503	235,449	55,011
ASSOCIATE PROFESSOR														
Bottom of Scale	–	–	179,094	41,844	162,984	38,080	214173	50,040	168744	39,426	–	–	181,249	42,348
Middle of Scale	–	–	193,377	45,182	188,124	43,954	–	–	189523	44,281	333,531	77,928	226,139	52,836
Top of Scale	339,200	79,252	200,520	46,850	213,264	49,828	300931	70,311	210540	49,192	340,023	79,445	267,413	62,480
PROFESSOR														
Bottom of Scale	–	–	200,520	46,850	183,876	42,962	249972	58,405	182412	42,620	415,128	96,993	246,382	57,566
Top of Scale	413,400	96,589	227,916	53,251	–	–	–	–	–	–	–	–	320,658	74,920

A = Effective from January 2004 - the 'rate for job' for academics was implemented. Removal of scale within academic levels

Big Mac Index = 4.28 (May 2004)

U.K. 2004-05 ANNUAL SALARY	Birmingham		Coventry		Glasgow		Leeds		Leeds Metropolitan		Northumbria	
	£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$
ASSOCIATE LECTURER (A)												
Bottom of Scale	23,643	36,410	23,640	36,406	23,643	36,410	23,643	36,410	23,643	36,410	23,643	36,410
Middle of Scale	25,260	38,900	26,673	41,076	24,820	38,223	25,260	38,900	26,561	40,904	26,671	41,073
Top of Scale	27,116	41,759	29,478	45,396	27,116	41,759	27,116	41,759	29,479	45,398	29,479	45,398
LECTURER (B)												
Bottom of Scale	27,989	43,103	27,393	42,185	27,989	43,103	27,989	43,103	27,390	42,181	27,390	42,181
Middle of Scale	33,447	51,508	31,560	48,602	31,544	48,578	33,446	51,507	31,909	49,140	32,364	49,841
Top of Scale	40,091	61,740	36,426	56,096	35,883	55,260	40,091	61,740	36,428	56,099	36,428	56,099
SENIOR LECTURER OR READER												
Bottom of Scale	37,558	57,839	34,227	52,710	34,558	53,219	37,558	57,839	34,227	52,710	34,227	52,710
Middle of Scale	41,893	64,515	38,142	58,739	40,091	61,740	41,892	64,514	38,632	59,493	39,114	60,236
Top of Scale	45,885	70,663	43,038	66,279	42,573	65,562	45,885	70,663	43,037	66,277	43,037	66,277
ASSOCIATE PROFESSOR	n/a		n/a		n/a		n/a		n/a		n/a	
Bottom of Scale	-	-	-	-	-	-	-	-	-	-	-	-
Middle of Scale	-	-	-	-	-	-	-	-	-	-	-	-
Top of Scale	-	-	-	-	-	-	-	-	-	-	-	-
PROFESSOR									Pay award pending			
Bottom of Scale	40,103	61,759	42,831	65,960	42,246	65,059	47,380	72,965			41,383	63,730

Big Mac Index = 1.54 (May 2004)


U.K. 2004-05 ANNUAL SALARY	Oxford (See A and B)		Oxford Brookes		Robert Gordon		Stirling		AVERAGE FOR UK	
	£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$
ASSOCIATE LECTURER (A)										
Bottom of Scale	28,146	43,345	23,643	36,410	–	–	23,643	36,410	24,143	37,180
Middle of Scale	–	–	26,671	41,073	–	–	24,820	38,223	25,842	39,797
Top of Scale	–	–	29,479	45,398	–	–	27,116	41,759	28,297	43,578
LECTURER (B)										
Bottom of Scale	–	–	28,360	43,674	24,820	38,223	27,989	43,103	27,479	42,317
Middle of Scale	–	–	32,364	49,841	30,363	46,759	31,544	48,578	32,060	49,373
Top of Scale	45,476	70,033	36,428	56,099	35,883	55,260	35,883	55,260	37,902	58,369
SENIOR LECTURER OR READER										
Bottom of Scale	40,091	61,740	34,227	52,710	32,666	50,306	37,558	57,839	35,690	54,962
Middle of Scale	–	–	38,142	58,739	39,114	60,236	40,091	61,740	39,679	61,106
Top of Scale	46,820	72,103	43,037	66,277	44,616	68,709	42,573	65,562	44,050	67,837
ASSOCIATE PROFESSOR										
Bottom of Scale	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a		
Middle of Scale	–	–	–	–	–	–	–	–	–	–
Top of Scale	–	–	–	–	–	–	–	–	–	–
PROFESSOR										
Bottom of Scale	Pay award pending									
	49,851	76,771	43,703	67,303	41,307	63,613	43,513	67,010	43,591	67,130


Big Mac Index = 1.54 (May 2004)

A: Oxford University uses one scale for the equivalent of Lecturer A and Lecturer B.
 B: The salary for the top of scale of Lecturers includes additional college payments.


APPENDIX B


AUSTRALIA 2004-05	 Adelaide	Australian National	Canberra	Central Queensland	Curtin University of Technology	Deakin	Edith Cowan*	Griffith
PENSION SCHEME								
Pension provided	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)
Employee contrib: % of salary	7%	5%	7% minimum	UniSuper 7% QSuper 5%	7%	7%	7%	7%
University contrib: % of salary	14%	17%	17%	UniSuper 17% QSuper 12.5%	17%	17%	17%	17%
Pension value at retirement	Years of membership x pension factor x benefit salary x average service fraction	Varies	Determined by level, years of contribution and age	Determined by superannuation scheme (i.e. whether defined benefit scheme or accumulation scheme)	Determined by length of service, average salary in last 3 years of employment, and service fraction over the whole of service in the fund	–	–	Determined by final salary, years membership, lump sum, and pension factors
MEDICAL AID								
University scheme provided	N (1.5% tax on salary funds public medicare plan)	N	N	N	N	N	N	N
Contributory/non-contributory/other Contribution by university	–	–	–	–	–	–	–	–
% of medical costs covered	–	–	–	–	–	–	–	–
LEAVE								
Annual leave	20 days	20 days	20 days	The employee's ordinary salary for the period of annual leave plus: a further 17.5% of this amount for employees eligible for 4 weeks annual leave; or a further 14% of this amount for employees eligible for five (5) weeks annual leave	20 days	20 days	20 days	20 days
Sabbatical/Study leave	61 days per year for Level A academic staff	Varies	3.5 years accrues 24 weeks OSP leave	Y - varies from 2-12 months	6 months full pay after each 3 years of service		12 months Length of Service Maximum Period of Study Leave - Three years 26 weeks - Six years 52 weeks	1 month accrued per 6 months of service (usual period of leave = 6 months/one semester)
Maternity leave	3 months on full pay plus 9 months unpaid; or 6 months on half pay plus 6 months unpaid	Up to 20 weeks	20 weeks	12 weeks	12 weeks	12 weeks	52 weeks total: 12 weeks (paid) and 40 weeks (unpaid)	Enterprise Bargaining Agreement (currently being finalised): 52 weeks for primary caregiver (26 weeks paid), eligible after 12 months continuous service
Paternity leave	Up to one week unpaid 'partner leave'; up to 1 year unpaid leave for partners who are child's primary care-givers	Y (unpaid)	1 week	1 week	12 weeks	1 week	52 weeks total: 12 weeks (paid) and 40 weeks (unpaid)	If not primary care giver, entitled to 5 days leave - eligible after 12 months continuous service
Adoption leave	Up to 12 weeks paid adoption leave for primary care givers when adopting a child under 5 years of age	Y (unpaid)	20 weeks	12 weeks	12 weeks	30-60 days	52 weeks total: 12 weeks (paid) and 40 weeks (unpaid)	Enterprise Bargaining Agreement (currently being finalised): Primary care giver: entitled to 52 weeks leave (26 weeks paid) - eligible after 12 months continuous service


AUSTRALIA 2004-05 	Adelaide	Australian National	Canberra	Central Queensland	Curtin University of Technology	Deakin	Edith Cowan*	Griffith
Long Service leave	13 weeks long service leave after 10 years	12 weeks after 10 years	65 working days after 10 years service	13 weeks on completion of 10 years continuous service	65 days after 10 years service, and then after 7 years service	65 days	65 days	Accrue one and three-tenths weeks for each year of service; eligible after ten years continuous service
Other Leave*	-	-	-	-	-	-	*	-
OTHER BENEFITS								
Housing Allowance	-	N	N	N	N	-	ECU does not offer these benefits under a policy, however there have been circumstances where these benefits have been offered on a case-by-case basis	N
Loan of vehicle	-	N	N	N	N	-	N	N
Free tuition for dependants	-	N	N	N	N	-	N	N
Other benefits	Flexible remuneration (salary sacrificing) for on-campus childcare fees, on-campus parking and superannuation	Y	N	Relocation assistance		-	30% salary packaging An increasing range of benefits are currently under consideration for packaging Novated Lease Arrangements	Salary packaging available for superannuation, child care and parking. Currently planning to expand salary packaging items to include motor vehicles and personal items such as laptops and mobile phones Reversible fractional appointment for the care of dependants. Educational assistance available (reimbursement of Higher Education Contribution Scheme costs paid by the staff member)
<p>* = Salary figures are representative of ECU's proposed 2004 Certified Agreement. Edith Cowan have listed additional leave entitlements: Ceremonial/cultural leave, Defence Force leave (up 16 days), Short leave (3 days), Bereavement Leave (2 days), Trade Union Training (5 days), Sick leave including family leave (12.5 days), Jury service/witness leave</p>								

AUSTRALIA 2004-05	 Macquarie	Melbourne	Newcastle	New England	Queensland Univ. of Technology	RMIT	Sydney
PENSION SCHEME							
Pension provided	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)	Y (UniSuper)
Employee contrib: % of salary	7%	8.25%	Varies	7%	7%	7%	7%
University contrib: % of salary	17%	17%	17%	17%	14%	17%	17%
Pension value at retirement	–	–	Varies	–	–	Determined by superannuation benefit scheme	Determined by type of fund, i.e. defined benefit (pension) or accumulation fund (lump sum payment) salary, years of membership
MEDICAL AID							
University scheme provided	N (1.5% tax on salary funds public Medicare)	N	N	N	N	N	N
Contributory/non-contributory/other	–	–	N	–	N	–	–
Contribution by university	–	–	N	–	–	–	–
% of medical costs covered	–	–	N	–	–	–	–
LEAVE							
Annual leave	20 days	20 days	20 days	20 days	20 days	20 days	20 days
Sabbatical/Study leave	12 months in 7 year period	Maximum 6 months	6 - 12 months	6 months after 3 years of service	Y	–	6 months after 3 years of service
Maternity leave	14-26 week paid 26-38 weeks unpaid (qualifying period for maximum benefit)	14 weeks (and 12 weeks rtw bonus) for 1-5 years service. 24 weeks (and 12 weeks rtw bonus) after 5 years service	12 weeks	12 weeks paid	26 weeks paid, 52 unpaid	12 months	14 weeks paid + 38 weeks paid @ 0.6 fte
Paternity leave	4 weeks paid	1 week	1 week	1 week	1 week	1 week	N
Adoption leave	See Maternity leave	See Maternity leave	See Maternity leave	6 weeks	26 weeks paid, 52 unpaid		14 weeks paid + 38 weeks paid @ 0.6 fte

AUSTRALIA 2004-05	 Macquarie	Melbourne	Newcastle	New England	Queensland Univ. of Technology	RMIT	Sydney
Long Service leave	10 years service: 3 months paid leave 10-15 years service 9 calendar days per year of service; 15 years full service 4.5 months paid leave; after 15 years of service 15 calendar days per year of service	65 days after 10 years of service	3 months after 10 years service	Eligible after 10 years service	6.5 days	1.3 weeks for 1 year service	3 months after 10 years or 4.5 months after 15 years
Other Leave*	-	-	-	1.3 weeks for 1 year service. After 15 years, 2.16 weeks/year			
OTHER BENEFITS							
Housing Allowance	-	N	N	-	-	N	-
Loan of vehicle	N	Y	N	-	-	N	-
Free tuition for dependants		N	N	-	N	N	-
Other benefits	Salary Sacrifice	Y	N	-	-	Salary sacrifice for a range of benefits including additional superannuation contributions, childcare, laptop computers, and other. RMIT can arrange the purchase of a discounted theatre ticket each year, charged to the employee by fortnightly payroll deductions over the year	If academic staff member is appointed to the position of Dean, then a University Motor Vehicle is provided by way of salary sacrifice.

CANADA 2004-05		Brock	Lakehead	Laval	McMaster	Memorial	Mount Allison	New Brunswick	Okanagan	Royal Roads	Wilfred Laurier
PENSION SCHEME											
Pension provided	—	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employee contrib: % of salary	—	6.5%	8.5%	3.5% up to ympe 5% above ympe	approx. 9%	6%	50% (of total contribution)	7.95%<=ympe, 8.7%> ympe	5.5% up to Year's Maximum Pensionable Earnings (YMPE); 7.0% in excess of YMPE	7%	
University contrib: % of salary	—	7.8%	8.5%	100% of employee contributions	approx. 9%	7.5%	50% (of total contribution)	Same as above	5.5% up to Year's Maximum Pensionable Earnings (YMPE); 7.0% in excess of YMPE	7%	
Pension value at retirement	—		2% x nb year serv. X sal. 3 best years	1.4% of BAE up to average ympe 2 of BAE above average ympe	X% (X=2 x years of service) of average of best 5 years' salary	—	2% per year of service x best 5 yr avg. salary	Defined benefit based on service in plan	2% x five-year Highest Average Salary x Pensionable Service	> of money purchase or defined benefit	
MEDICAL AID											
University scheme provided	—	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Contributory/non-contributory/other	—	Non-contributory	Employee 74,37/per pay (fam plan)	Non-contributory	Contributory	Contributory	Contributory	Contributory	Other	Non-contributory	Non-contributory
Contribution by university (%)	—	100%	47,48 / pay (fam. plan)	100%	50%	50%	50%	50%	100%	100%	100%
% of medical costs covered	—	100%	80%	100% of prescription drugs costs other medical costs vary	Supplement to govt. health system	80%	—	95% extended health	80% for Drugs, Vision Care, Paramedical and Professional Services; 100% for Emergency Out-of-Country / Travel Insurance – for employee, spouse and dependent children	Generally 100%, depending on treatment and maximums	
LEAVE											
Annual leave	1 month	20 days (25 days after 17 years of service)	1 month	1 month	5 weeks (6 weeks after 10 years of service)	5 weeks	22 days (prorated for term positions)	43 days	Vacation - 20 days paid vacation annually during the period of the initial three-year contract; 22 days annually after three years of employment; and 25 days annually after six years of employment. Sick Leave - 1.5 days accrued per month	Y	


CANADA 2004-05		Brock	Lakehead	Laval	McMaster	Memorial	Mount Allison	New Brunswick	Okanagan	Royal Roads	Wilfred Laurier
Sabbatical/Study leave	6 months after 3 years of service at 81% salary, or 1 year after 6 years of service at 81% of salary, or 6 months after 6 years of service at 100% of salary	Y		Sabbatical - Up to 4 years at 90% of salary. 100% of salary if duration of sabbatical is two semesters (incl. one summer semester.) and 9 years accumulated since last sabbatical. Study leave - 180 days at 100% of salary, with insurance coverage for time exceeding allotment.	85%	4 months after 3 years or 12 months after 6 years - remuneration at 80% of salary	1 year every 7 years of service	1 year at 85% of salary after 6 years of service. Or, 6 months at 100% of salary after 6 years of service. Or, 6 months at 85% of salary after 3 years of service.	Up to 1 year	No sabbaticals. Current terms & conditions include an "earned leave" provision, under which, with the approval of the University, professors may choose to put one-sixth of their earned salary into a trust account each year for five years (through payroll)	Y


CANADA 2004-05		Brock	Lakehead	Laval	McMaster	Memorial	Mount Allison	New Brunswick	Okanagan	Royal Roads	Wilfred Laurier
Maternity leave (see note 4)	-	Y	20 weeks at 100% of salary	Salary top-up for 19 weeks	17 weeks Maternity, paternity and adoption leaves are integrated with the federal government system. University pays 100% of the first two weeks, government pays the remainder but up to a cap of approximately \$40,000 per annum. The University then supplements the government payment up to 100% of normal salary.	15 weeks at 95% of earnings - incl. of government contribution + up to 37 weeks for childcare leave, government contribution topped up to 95% earnings for 1st 9 weeks	15 weeks (plus 35 weeks parental leave)	Up to 2 years	17 weeks (plus 35 weeks parental leave)	Y	
Paternity leave	-	Y	2 weeks at 100% of salary	Either 2 weeks paternity leave at 100% salary top-up for 14 weeks	15 weeks	Eligible for childcare leave of 37 weeks with conditions as above	35 weeks parental leave	Up to 2 years	35 weeks parental leave	Y	
Adoption leave	-	Y	2 weeks for non-caregivers, 14 weeks for full caregivers. 100% salary in both cases	Same as parental leave	15 weeks	Eligible for 15 week maternity leave benefit and childcare leave of 37 weeks with conditions as above	35 weeks parental leave	Up to 2 years	35 weeks parental leave	Y	
Long service leave	-	Increase of 5 days after 17 years service	-	-	N	N	-	-	-	N	
OTHER BENEFITS											
Housing allowance/University housing	-	Y	-	-	-	N	-	-	N	Partial relocation reimbursement	
Loan of vehicle	-	N	N	-	-	N	-	-	N	N	
Free tuition for dependants	-	Y	N	Y, after three years of service	-	60%	1/2 price tuition	-	N	Y	
Other benefits	-	Optical care, dental care, life insurance	Y, with a maximum of \$546 per annum.	-	-	-	Moving allowance, professional development allowance	Y (i.e.: relocation expenses, travel allowance, etc)	Dental Care: 100% Basic and Supplementary Basic; 75% Major & Supplementary Major and 50% for Orthodontics - for employee, spouse and dependent children Term Life Insurance: 2x annual salary in the event of employee's death Accidental Death & Dismemberment	Group Term Life Long Term Disability	


MALAYSIA 05			University of Malaya
PENSION SCHEME			
Pension provided	Y		
Employee contrib: % of salary	11%		
University contrib: % of salary	12%		
Pension value at retirement	Not more than half last drawn salary		
MEDICAL AID			
University scheme provided	Y		
Contributory/non-contributory/other	-		
Contribution by university (%)	100%		
% of medical costs covered	90% including hospitalisation		
LEAVE			
Annual leave	30 days for under 10 years of service. 35 days for over 10 years of service.		
Sabbatical/Study leave	5/9 months every 3/5 years of service		
Maternity leave	1 year		
Paternity leave	1 week		
Adoption leave	-		
Long service leave	Awards and certificates		
Research Leave	Maximum 3 months for 1 year of service.		
OTHER BENEFITS			
Housing allowance/University housing	Y		
Loan of vehicle	Y		
Free tuition for dependants	-		
Other benefits	(a) Critical allowance for lecturers in the following areas: <i>engineering, medicine, dentistry, law</i> (b) Clinical allowance/specialist allowance for dental and medical lecturers (c) Administrative allowance for Deans and Heads of Departments (d) Official cars for top management and Deans (e) Housekeeping and entertainment allowance for professors.		


NEW ZEALAND 2004-05	Canterbury	Lincoln	Massey	Otago	Waikato
PENSION SCHEME	Superannuation				
Pension provided	Y	Y	Y	Y	Y
Employee contrib: % of salary (b)	Maximum of 5% of net to attract maximum employer subsidy. Employees can contribute more if they wish, but no additional employer subsidy.	5%	Minimum of 3%	Minimum of 3%	Minimum of 3%
University contrib: % of salary	Up to 6.75% of gross	6.75%	Maximum of 6.75%	1.35 times employee contribution (up to 6.75%)	1.35 times members' contributions, up to 6.75%
Pension value at retirement	Variable: contributions plus interest.	—	Varies according to contributions and interest accrued	Accumulated contributions made by (or on behalf of) employee, plus interest earned from fund investment	Depends on amount contributed
MEDICAL AID					
University scheme provided	N	Y	N	Not necessary, state funded health care and accident compensation	N
Contributory/non-contributory/other	—	Non-contributory	—	—	—
Contribution by university (%)	—	—	—	—	—
% of medical costs covered	—	—	—	—	—
LEAVE					
Annual leave	20 days	30 days	20 days	25 days	24 days
Sabbatical/Study leave	1 year after 6 years of service, must be applied for (not automatic)	—	Maximum of 1 year over a 7 year period	Up to 1 year every 7 years (plus additional financial support up to a specified maximum after 7 years of service)	4 months after 2 years service, up to maximum of 11 months after every 6 years on full salary. Allowances up to \$15000 in any six year period depending on period spent overseas.
Maternity leave	9 weeks paid, up to 43 weeks unpaid.	1 year leave, first 6 weeks paid	1 year leave, first 6 weeks paid	6 weeks paid leave and 8 weeks unpaid (plus an additional 10 days special leave during pregnancy). In addition, unpaid leave to an inclusive total of 54 weeks may be taken by either partner or shared between partners.	6 weeks paid leave + 3 weeks top up to normal salary of Government benefit.
Paternity leave	9 weeks paid, up to 43 weeks unpaid (but combined couple's leave must not exceed 52 weeks).	1 year leave, first 6 weeks paid	See Parental leave	2 weeks paid leave or in the place of maternity, 6 weeks paid leave. In addition, unpaid leave to an inclusive total of 54 weeks may be taken by either partner or shared between partners.	6 weeks paid leave + 3 weeks top up to normal salary of Government benefit.

NEW ZEALAND 2004-05	Canterbury	Lincoln	Massey	Otago	Waikato
Adoption leave	9 weeks paid, up to 43 weeks unpaid.	1 year leave, first 6 weeks paid	See Parental leave	6 weeks paid leave and 8 weeks unpaid. In addition, unpaid leave to an inclusive total of 54 weeks may be taken by either partner or shared between partners.	6 weeks paid leave + 3 weeks top up to normal salary of Government benefit.
Long service leave	N	N	N	N	-
OTHER BENEFITS					
Housing allowance/University housing	N	Some housing available at market rates	N	N	-
Loan of vehicle	N	N	N	N	-
Free tuition for dependants	N	N	-	N	-
Other benefits	Subsidised parking, subsidised gym membership, additional 5 days University holidays per annum.	CTA discount, free parking, sick leave as and when required	-	Intellectual Property payments, ongoing payment of a proportion of royalties or other remuneration received from Intellectual Property.	Retirement gratuity equivalent of up to 6 months salary depending on length of service. As/when required sick leave. Can arrange participation at a discount in private health insurance schemes.

S. AFRICA 2004-05		Cape Town	Free State	North-West	Stellenbosch	Western Cape	Witwatersrand
PENSION SCHEME							
Pension provided	Provident Fund, 22.5% of Deemed Pensionable Amount	Y		Y	Y	Y	Y
Employee contrib: % of salary	Part of total package	7.5%		7.5%	Provident Fund to which all contributions are made by the employer.	7.5%	7.5%
University contrib: % of salary	–	15%		12%	Staff members may increase the percentage contribution paid by the employer to a maximum of 20% of the relevant member's pensionable amount. The minimum contribution is 10% of the relevant member's pensionable amount.	18%	16%
Pension value at retirement	–	–		Defined contribution	A staff member may choose to either take the full retirement benefit in cash, or take any portion of his/her retirement benefit in cash and convert the rest into a pension	Pension formula=2.7% * average pensionable salary of last 12 months * years of pensionable service	–
MEDICAL AID							
University scheme provided	Part of total package	Y		Y	Y	Y	Y
Contributory/non-contributory/other	–	–		Contributory	Non-contributory	33.33%	Contributory
Contribution by university (%)	–	50%		50%	Contributions form part of staff members' total cost of employment	66.67%	70%
% of medical costs covered	–	100%		Varies	–	–	80-100%
LEAVE							
Annual leave	1 calendar month (January)	42 working days + 2 weeks recess in December		38 days	25 - 38 days of which between 8 and 16 working days may be accumulated.	20 days	24 working days plus Christmas
Sabbatical/Study leave and Professional Development	2 months accrued for every year of service	–		30 days	Study leave: Maximum 30 days each 1 year of service. Professional Development: Maximum 24 days per annum, continuously or interrupted.		1 year

S. AFRICA 2004-05	 Cape Town	Free State	North-West	Stellenbosch	Western Cape	Witwatersrand
Maternity leave	4 months	3 months	3 months	3 months at 100% salary, or 4 months at 75% salary.	6 months	4 months
Paternity leave	5 days	3 days	7 days	Forms part of compassionate leave	14 days	3 days
Adoption leave	6 weeks if giving child for adoption. See Maternity leave for adopting child	-	6 weeks	See Maternity leave	6 months	3 months
Long service leave	-	-	-	-	n/a	Withdrawn
Other Leave	-	-	-	Compassionate leave: 3 days per 1 year of service, and 14 days every 3 years of service. Leave of absence: Maximum 15 days for events deemed to be in the interest of the University	-	-
OTHER BENEFITS						
Housing allowance/University housing	-	R562 per month housing allowance	Housing allowance	Housing allowance form part of staff members' total cost of employment	R232 per month	No housing unless a Residence Co-ordinator. Housing Loans is applied for.
Loan of vehicle	-	-	-	-	-	Hired at cost to department
Free tuition for dependants	75% rebate	Y	Y	-	Y	Y
Other Benefits	-	Group life insurance	-	Vehicle financing scheme, relocation costs	-	Dress allowance, personal loans, overtime for security and standby allowance in Computer Centre

U.K. 2004-05	 Birmingham	Coventry	Glasgow	Leeds	Leeds Metropolitan	Oxford	Oxford Brookes	Robert Gordon	Stirling
PENSION SCHEME									
Pension provided	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employee contribution: % of salary	6.35%	6%	6.35%	6.35%	6%	6.35%	6%	6%	6.35%
University contrib: % of salary	14%	14%	14%	14%	13.5%	14%	13%	13%	14%
Pension value at retirement	Calculated as years of service/ 80 x final salary	1/80	1/80	—	Calculated as years of service/ 80 x final salary	1/80th for every year of service	1/80th of final full-time salary for each full year of service	—	3/80ths based on final salary
MEDICAL AID									
University scheme provided	N	N	N	N	Y, for professors	Y	N	N	N
Contributory/non-contributory/other	—	—	—	—	Professor grade has access to non contributory private healthcare L/SL/PL grades can join contributory scheme at subsidised rate	Contributory	—	—	—
Contribution by university (%)	—	—	—	—	Dependent on age band for professors	0	—	—	—
% of medical costs covered	—	—	—	—	0	32% reduction on standard rates	—	—	—
LEAVE									
Annual leave	40 days	35 days	30 days	25 days	35 days	20 days	35 days	35 days	30 days
Sabbatical/Study leave	1 term every 10 terms	—	—	No entitlement as of right, but can apply	—	1 term of leave for 6 terms of service	Y	By negotiation	6 months for 6 semesters of service
Maternity leave	6 months full pay 6 months no pay	Up to 1 year	Up to 1 year: Option A - 8 weeks leave at full pay, 16 weeks leave at half pay, and 2 weeks leave at the appropriate rate of SMP. Additional Maternity Leave = 6 months unpaid leave. Option B - 16 weeks leave at full pay and 10 weeks at the appropriate rate of SMP. Additional Maternity Leave will be up to 26 weeks unpaid leave.	6 months leave (SMP) for under 41 weeks of service. 1 year of leave (SMP) for 41-51 weeks of service. 1 year of leave for 52 weeks of service (either 16 weeks full pay and 10 weeks SMP or 8 weeks full pay 16 weeks half pay plus SMP and 2 weeks SMP)	6 months paid leave, 6 months unpaid leave	6 months paid, 6 months unpaid	Y	13 weeks full pay, and 13 weeks half pay	6 months paid leave, 6 months unpaid leave (if requested)

U.K. 2004-05	 Birmingham	Coventry	Glasgow	Leeds	Leeds Metropolitan	Oxford	Oxford Brookes	Robert Gordon	Stirling
Paternity leave	10 days	10 days	An employee with a minimum of 1 year's continuous service is entitled to up to 13 weeks unpaid parental leave to care for a child over a period from the birth of the child until the child's fifth birthday	10 days paid (after 26 weeks of service)	Up to 10 days, statutory pay	10 days paid	Y	1 week full pay, and 1 week half pay	2 weeks paid leave
Adoption leave	See Maternity leave	Up to 1 year	See Maternity leave	6 months unpaid for under 26 weeks of service. 1 year leave with SAP for 26 to 51 weeks of service. Afterwards, 1 year (either 8 weeks full pay and 16 weeks half pay plus SAP and 2 weeks SAP or 16 weeks full pay and 10 weeks SAP)	Up to 6 months paid leave, 6 months unpaid leave	10 days paid	Y	13 weeks full pay, and 13 weeks half pay	6 months paid leave, 6 months unpaid leave
Long service leave	-	-	-	-	-	N	N	-	-
OTHER BENEFITS									
Housing allowance/University housing	-	N	-	-	-	Available to tutorial fellows via colleges	N	-	N
Loan of vehicle	-	N	-	-	-	-	N	-	N
Free tuition for dependants	-	N	-	-	-	-	N	-	N
Other benefits	-	N	Relocation expenses	-	-	Staff nurseries & playschemes, relocation expenses, insurance discounts, long service allowance, university Visa card, temporary accommodation, sports facilities, discounted health club membership, access to university facilities	Y	-	N

APPENDIX C


2004-05 Average Academic Staff Salaries by Country (PPP\$ per annum)

Comparative conversions using Big Mac index and 2002 World Bank PPP

	Australia		Canada		Malaysia		New Zealand		South Africa		United Kingdom		Average	
ASSISTANT LECTURER/ LECTURER A	BM (PPP 1.12)	WB 2002 (PPP 1.4)	BM (PPP 1.1)	WB 2002 (PPP 1.2)	BM (PPP 1.74)	WB 2002 (PPP 1.6)	BM (PPP 1.5)	WB 2002 (PPP 1.5)	BM (PPP 4.28)	WB 2002 (PPP 2.4)	BM (PPP 0.65)	WB 2002 (PPP 0.7)	BM	WB 2002
Bottom of Scale	36,355	29,084	–	–	–	–	26,138	26,138	21,228	37,857	37,180	34,490	30,225	31,892
Middle of Scale	43,485	34,788	–	–	–	–	28,384	28,384	26,533	47,316	39,797	36,917	34,549	36,851
Top of Scale	49,191	39,352	–	–	–	–	30,562	30,562	35,555	63,407	43,578	40,425	39,721	43,436
Average	43,010	34,408					28,361	28,361	27,772	49,527	40,185	37,277	34,832	37,393
LECTURER														
Bottom of Scale	52,551	42,041	38,682	35,459	16,096	17,505	34,826	34,826	28,571	50,951	42,317	39,255	35,507	36,673
Middle of Scale	56,158	44,926	47,824	43,839	23,392	25,439	38,612	38,612	36,769	65,571	49,373	45,800	42,021	44,031
Top of Scale	61,503	49,202	62,809	57,575	36,933	40,165	42,378	42,378	46,270	82,515	58,369	54,145	51,377	54,330
Average	56,737	45,390	49,772	45,624	25,474	27,703	38,605	38,605	37,203	66,346	50,020	46,400	42,968	45,011
SENIOR LECTURER														
Bottom of Scale	63,431	50,745	46,395	42,529	27,260	29,645	44,187	44,187	35,116	62,623	54,962	50,985	45,225	46,786
Middle of Scale	68,641	54,913	57,679	52,872	33,436	36,361	50,735	50,735	43,897	78,283	61,106	56,684	52,582	54,975
Top of Scale	73,100	58,480	73,892	67,734	41,892	45,557	57,187	57,187	55,011	98,104	67,837	62,929	61,487	64,998
Average	68,391	54,713	59,322	54,378	34,196	37,188	50,703	50,703	44,675	79,670	61,302	56,866	53,098	55,586
ASSOCIATE PROFESSOR														
Bottom of Scale	76,284	61,027	57,308	52,532	28,931	31,463	57,577	57,577	42,348	75,520	–	–	52,490	55,624
Middle of Scale	80,512	64,409	72,174	66,160	33,871	36,835	60,629	60,629	52,836	94,224	–	–	60,004	64,451
Top of Scale	84,150	67,320	88,066	80,728	43,716	47,542	63,991	63,991	62,480	111,422	–	–	68,481	74,200
Average	80,315	64,252	72,516	66,473	35,506	38,613	60,732	60,732	52,555	93,722			60,325	64,759
PROFESSOR:														
Bottom of Scale	97,842	78,273	68,345	62,650	42,038	45,716	66,058	66,058	57,566	102,659	67,130	62,273	66,496	69,605
Middle of Scale	–	–	72,727	66,667	–	–	–	–	74,920	133,608	–	–	73,824	100,137
Top of Scale	–	–	99,228	90,959	–	–	–	–	–	–	–	–	99,228	90,959

APPENDIX D

UK National Salary Scales (agreed 01 August 2004)*

U.K. 2004-05		Pre 1992 universities		Post 1992 universities		Pre 1992 universities in London (+ 3.5% for London Weighting)		Post 1992 universities in London (+ 3.5% for London Weighting)		Scottish Universities		Average	
		£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$	£	PPP US\$
LECTURER A													
Bottom of Scale		23,643	36,410	23,643	36,410	24,471	37,685	24,471	37,685	24,820	38,223	24,209	37,282
Top of Scale		27,116	41,759	29,479	45,398	28,065	43,220	30,511	46,987			28,793	44,341
LECTURER B													
Bottom of Scale		27,989	43,103	27,390	42,181	28,969	44,612	28,349	43,657			28,174	43,388
Top of Scale		40,091	61,740	36,428	56,099	41,494	63,901	37,703	58,063	40,091	61,740	39,161	60,309
SENIOR LECTURER OR READER													
Bottom of Scale		37,558	57,839	34,227	52,710	38,873	59,864	35,425	54,554	32,666	50,306	35,750	55,055
Top of Scale		45,885	70,663	43,037	66,277	47,491	73,136	44,543	68,597	44,616	68,709	45,114	69,476
PROFESSOR													
Bottom of Scale		43,513	67,010	–	–	45,036	69,355	–	–	–	–	44,274	68,183

Big Mac Index = 1.54 (May 2004)

* Provided by the Association of University Teachers. <http://www.aut.org.uk/index.cfm?articleid=241>. Last accessed 05 January 2005

APPENDIX E

Lawyers' Salary Survey*

Experience	AUSTRALIA		Canada**		NZ		UK**		
	Average	PPP US\$	Average	PPP US\$	Average	PPP US\$		Average	PPP US\$
1st Year	45,000	40,179	57,500	52,273	51,000	34,000	Entry Level	25,000	38,500
2nd Year	57,500	51,339	67,600	61,455	66,000	44,000	Junior Level	36,000	55,440
3rd Year	69,000	61,607	76,600	69,636	68,500	45,667	Mid Level	50,000	77,000
4th Year	82,500	73,661	85,400	77,636	83,500	55,667	Compliance Manager	65,000	100,100
5th Year	99,000	88,393	101,000	91,818	90,000	60,000	Compliance Officer	70,000	107,800
6th Year	122,500	109,375	110,200	100,182	100,000	66,667	Senior Compliance Officer	90,000	138,600
Overall average	79,250	70,759	83,050	75,500	76,500	51,000		56,000	86,240

* Data collected by the ZSA Legal Recruitment Firm (based in Canada:
URL: <http://www.zsa.ca/En/Info/>. Last accessed 04 January 2005)

** Salaries provided for compliance officers rather than practicing lawyers

*** The following Canadian regions were defined in the ZSA survey: All Atlantic; All Quebec, Calgary, Edmonton, Ottawa, Toronto and Vancouver - the figures above reflect averages of these regional salaries