

AVERAGE SALARIES OF PRIMARY-SCHOOL TEACHERS—*continued.*

	1918.	1919.	1920.
(2.) Teachers in schools with average attendance over eight—	£	£	£
(a.) Men and women .. .. .	191	245	283
(b.) Men .. .. .	273	324	367
(c.) Women .. .. .	158	207	241
(3.) Teachers in schools with average attendance over twenty—			
(a.) Men and women .. .. .	200	254	294
(b.) Men .. .. .	286	339	382
(c.) Women .. .. .	164	210	245
(4.) Head teachers—			
(a.) Men .. .. .	319	380	432
(b.) Women .. .. .	251	319	373
(5.) All sole teachers—			
(a.) Men .. .. .	174	221	266
(b.) Women .. .. .	143	193	221
(6.) Assistants—			
(a.) Men .. .. .	257	301	336
(b.) Women .. .. .	150	197	229

The very substantial increases indicated in the above figures are the result of the amended regulations which operated from April, 1919, and from April, 1920. In two years the average salaries have increased by amounts ranging from £79 to £113, and the total amount payable in salaries and allowances has increased by £577,886, or 62 per cent. The average salary of all teachers in England and Wales is estimated for the year 1920–21 at £230. The following table (which appears in greater detail in E.-2) gives some further information regarding the number of certificated teachers receiving certain salaries:—

Salaries (including Allowances and Value of Residences.)	Certificated Male Teachers.		Certificated Female Teachers.	
	Sole and Head Teachers.	Assistants.	Sole and Head Teachers.	Assistants.
Not exceeding £180 .. .. .	..	4	2	36
£181 to £250 .. .. .	11	44	55	1,180
£251 „ £300 .. .. .	57	51	171	344
£301 „ £350 .. .. .	132	115	150	202
£351 „ £400 .. .. .	318	127	119	50
Over £400 .. .. .	423	84	24	4
Totals .. .. .	941	425	521	1,816

As will be observed, the annual salaries of 79 per cent. of certificated male head or sole teachers exceed £350; 56 per cent. of the certificated women head or sole teachers (which approximately represents the number in schools above Grade II) receive salaries exceeding £300. Of the certificated male assistants 77 per cent. receive salaries exceeding £300, while of the certificated women assistants 98 per cent. receive salaries exceeding £180 per annum and 33 per cent. salaries exceeding £250 per annum. When the fact is taken into account that all certificated teachers who have just emerged from the training colleges or have just entered upon their service as adult teachers are included in the above figures, it must be conceded that the remuneration now offered to school-teachers is not altogether inadequate.

The allowances of pupil-teachers and probationers were also again substantially increased in 1920, the following being the rates now payable to both: First year, £90 per annum; second and third years, £95 per annum, with an additional £5 in the case of a male. In addition a boarding-allowance of £30 per annum is paid if the young person is obliged to live away from home, or a travelling-allowance not exceeding £10 per annum if daily travelling is necessary. It is reported that the increased emoluments offered have resulted in larger numbers of suitable candidates seeking entrance to the teaching service.

## STATUS OF TEACHERS IN REGARD TO CERTIFICATES.

(Tables E2 and E3 in E.-2.)

The table below gives a summary of the position with regard to the number of primary-school teachers holding teachers' certificates in the last three years:—