

Teacher salaries represent the largest single cost in school education.

- In most OECD countries, teachers' salaries increase with the level of education they teach.
- In Australia, Canada & Korea, there is less than 5% difference between salaries for secondary and pre-school teachers.

Teachers' salaries increased in real terms between 1996 and 2007 in virtually all countries, with the largest increases in Finland, Hungary and Mexico - and in starting salaries in Australia.

Half of OECD countries offer an additional payment for outstanding performance in teaching.

- Lower secondary teachers in Australia, Denmark, New Zealand and Scotland reach the highest step on the salary scale within five to nine years.
- In Austria, France, Greece, Italy, Japan, Korea, Luxembourg and Spain, lower secondary teachers reach the top salary scale after 30 years.

Between 1996 and 2007 starting salaries have risen faster than mid-career or top-of-scale salaries for all education levels in Australia, Denmark, & England.

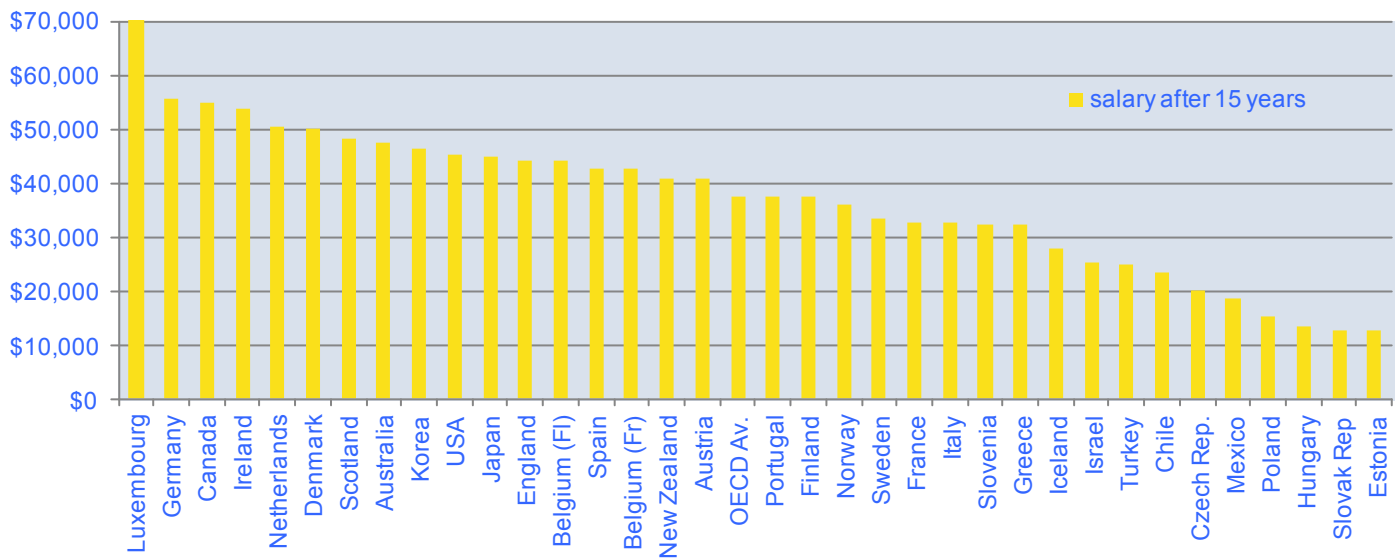
"It is often argued that organisations in which employees have smaller salary differences have greater levels of trust and information flows and a higher degree of collegiality."

Two thirds of countries that offer additional payments to reward outstanding teaching do so as incidental payments.

In most countries that do so, the decision to make additional payments can be made at the school level.

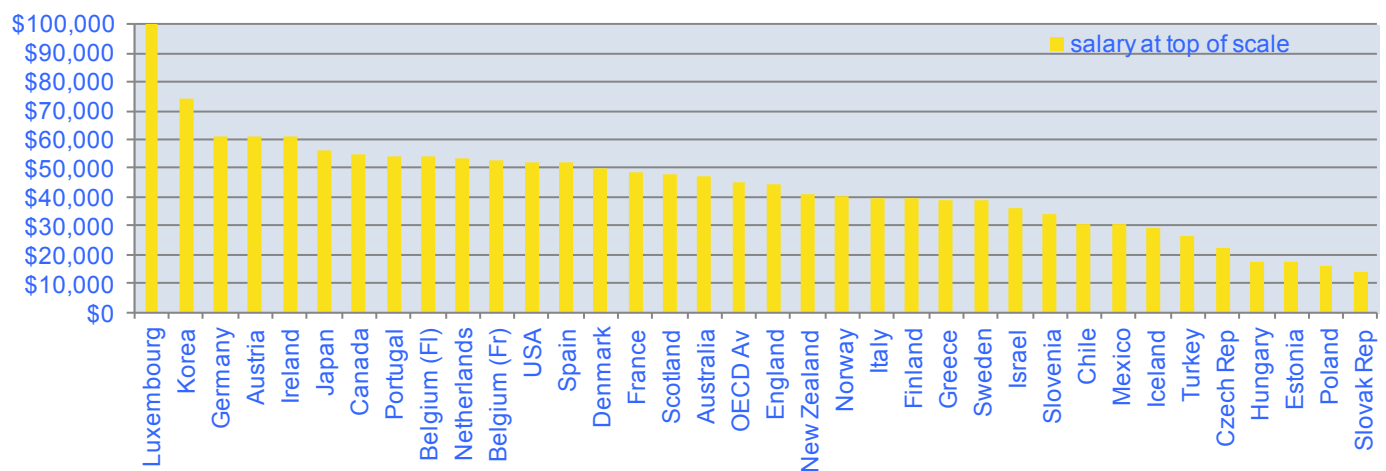
The average starting salary for a pre-primary teacher is \$27,541 (USD PPP).

In Australia, it is 34,029.



Teacher salaries in Australia begin comparatively well; significantly above the OECD average and in the top quartile.

At the 15 year point, Australia's teachers rank one place higher in comparative salaries. This is a significant improvement on 2007 figures - which had Australia's teachers slipping into the second quartile.



At the top salary scale, Australia's teachers are still above the OECD average, but have now dropped into the second quartile.

This is, however, an improvement on 2007 figures, which had Australia's teachers below the OECD average, in the bottom half of the OECD pool.