

## Information note

### Teachers' and School Heads' Salaries and Allowances in Europe 2017/18

#### Eurydice- Facts and Figures

#### Queries should be directed to

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#### 1. Introduction

This note provides a summary of findings of particular interest from an Irish perspective that are included in the Eurydice report [Teachers' and School Heads' Salaries and Allowances in Europe, 2017/2018](#). The report includes an overview in six specific areas:

- Differences in salaries at different levels within the education system.
- The statutory salaries of new teachers.
- The extent and timing of salary progression.
- Salaries incorporating additional allowances and payments in relation to GDP per capita.
- Relationship between school size and the earnings of school heads
- Differences in salaries between teachers and school heads

The Eurydice report is based on mainly quantitative data that has been collected from 42 European education systems. The data collection was carried out as part of a joint initiative by Eurydice together with the OECD (NESLI) network which collects data for the *Education at a Glance* publication. The data for Ireland was prepared by the Inspectorate.

The report will be published on Friday, 4<sup>th</sup> October 2019. It is possible that there will be media attention relating to the salaries of teachers and school principals. Previous reports such as the OECD's *Education at a Glance* have attracted media attention.

#### 2. Summary of key findings

- In 2017/18, teachers saw their statutory salaries increase in most education systems. These were usually due to increases that are index-linked to inflation or to the cost of living. However, in Czechia, Estonia, Lithuania, the Netherlands, Romania and Slovakia, there were policy changes that had a significant positive impact on teachers' salary levels. Collective bargaining also brought significant salary increases in Denmark, Malta, Sweden and Iceland.

- From 2014/15 to 2017/18, the inflation-adjusted salaries of beginning teachers increased by 10 % or more in one third of the education systems. In around a further third, starting salaries were in 2017/18 slightly lower than three years before.
- While in some countries all beginning teachers have the same statutory salary regardless of the education level at which they teach, in others, there are differences between education levels. These differences are usually linked to differences in minimum qualification requirements.
- The salaries of beginning teachers increase on average by around 50 % during their career, but the rate of increase and the timing vary significantly across European countries. While in some countries, teachers usually reach the highest salary level before completing 20 years of service, in other education systems, it may take them 35 years or even more.
- The average actual salary of teachers (including any allowances or other additional payments) is similar or higher than the GDP per capita in most education systems.
- The German-speaking Community of Belgium, Ireland, Italy, Hungary, Romania, Slovenia and the United Kingdom (England, Wales, Northern Ireland and Scotland) are the education systems with the widest differences in statutory salaries between teachers and school heads.
- In most education systems, salaries of school heads vary depending on the size and other characteristics of the school. The difference is generally below 20 %, but it can be above 30 % in **Ireland**, Latvia, the Netherlands and the United Kingdom (England, Wales and Northern Ireland).

### 3. Notes Specific to Ireland which may raise questions

#### 3 (a) Teachers' Pay

- In seven countries (Czechia, Estonia, **Ireland**, Lithuania, Malta, Slovakia and Serbia), the pay level and qualification requirements for primary and secondary teachers are the same, but for pre-primary teachers they are lower. The salaries of Irish teachers used for the purpose of comparison in this study are the new statutory salary scales for teachers appointed from the start of 2011, although the majority of experienced teachers are still paid according to the pre-2011 salary scale.

It should be noted that while the specifics of the minimum qualification requirements for entry to teaching are different for primary and post-primary teachers in Ireland (i.e. Bachelor of Education (pass degree) versus Primary Degree (Pass) plus Higher Diploma in Education (Pass)) these qualification requirements for entry to the profession are at the OECD categorisation of ISCED Level 6 in the case of the both primary and post-primary sectors.

- Increases index-linked to inflation or the cost of living were awarded to specifically teachers in Germany, Italy, Hungary, Poland and the United Kingdom (England, Wales and Scotland). In eight other countries, all public employees, including teachers, received such increases (Belgium, **Ireland**, Greece, Spain, Croatia, Luxembourg, Austria and Turkey). While these increases help teachers keep pace with the rising cost of living they do little to improve their purchasing power.
- From 2014/15 to 2017/18, the inflation-adjusted salaries of beginning teachers increased by 10 % or more in one third of the education systems. The increase in statutory starting salaries was 16 % in **Ireland**. As mentioned above, these salaries refer to the new statutory salary scales for teachers appointed from the start of 2011, although the majority of experienced teachers are still paid according to the pre-2011 salary scale. The increase in teachers' salaries is in accordance with an increase in salaries for all public employees (as index linked to the cost of living or inflation rate). There has also been special increases for the post 1 January 2011 cohort of teachers due to factors such as the merging of the salary scale for January 2011- January 2012 entrants and that for entrants to teaching from the 1<sup>st</sup> February 2012.
- The education systems with the most significant salary progression are the French and Flemish Communities of Belgium, **Ireland**, Greece, France, Luxembourg, Hungary, the Netherlands, Austria, Portugal and Slovenia. In some of these countries (e.g. Greece, Hungary, Portugal and Slovenia), statutory starting salaries are relatively low. In contrast, in **Ireland**, Luxembourg and the Netherlands, **both starting salaries and rate of increase are significant**.
- In 11 countries, mainly in northern Europe, the pay rises are more significant in the first 15 years in service (Denmark, Germany, **Ireland**, the Netherlands, Poland, Slovenia, Slovakia, Finland, United Kingdom, Iceland and Norway).
- In Ireland, teachers' salaries at primary and post-primary range from €35,958<sup>1</sup> to €67,538<sup>2</sup>.

### 3 (b) School Heads' Pay

- In 11 of the 42 educational systems reviewed, there is no separate pay range for school head - instead they receive their teacher's salary plus a management allowance (Czechia, **Ireland**, Greece, Spain, France (primary education), Hungary, Austria, Poland, Portugal, Slovakia and Serbia).
- The minimum salary of a school head may vary, depending on the size or type of school, by up to 60 % in **Ireland**, 71 % in the Netherlands (secondary education), 30 % in Portugal and 56 % in Latvia.
- There are significant differences in the maximum salaries of school heads depending on the size or type of school in **Ireland** (27 % at primary level and 41 % at secondary level).

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<sup>1</sup> This is in accordance with the 1st point on the revised salary scale from 1st January 2018 for teachers at ISCED 1, ISCED 24 and ISCED 34 appointed on or after 1 January 2011

<sup>2</sup> This is in accordance with the 27th point on revised salary scale from 1st January 2018 for teachers at ISCED 1, ISCED 24 and ISCED 34 appointed on or after 1 January 2011

- The minimum statutory salary of school heads is more than double teachers' starting salaries in several education systems (the German-speaking Community of Belgium, Italy and Romania, and, also, in the largest schools in Latvia and the Netherlands). It is also more than 50 % higher in larger schools in a further six systems including **Ireland**.

Salaries for school heads are different in primary and post-primary levels in **Ireland**. Primary schools heads in schools less than 80 pupils earn €45,268 to €79,172<sup>3</sup> while those in schools of 36+ mainstream teachers earn salaries ranging from €72,544 to €100,167<sup>4</sup>. The salaries for principals in Ireland include the statutory salary as a teacher and a management allowance. The average for the 42 countries reviewed is €63,686.

### 3 (c) Additional Management Allowances

- The allowances paid for additional management duties are different at primary and post-primary levels in **Ireland**. In primary schools, deputy principal allowances range from €3,769 to €13,051 in schools with less than 24 teachers and €14,620 to €18,966 in larger schools. At post primary level, allowances range from €3,769 to €15,878 in schools of less than 400 students and €17,088 to €27,217 in schools of 400+ students.
- Both levels, depending on school size, have allowances for managerial positions known as Assistant Principal 1 (AP1) posts (€8,520) and Assistant Principal 2 (AP2) posts (€3,769). In addition, there are a range of other specific allowances including those for teachers teaching on islands, in Gaeltacht schools and Irish-medium schools outside the Gaeltacht.

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<sup>3</sup> The salary range above refers to that of principals of schools with less than 80 pupils and either one, two or three teachers including the principal. Minimum teaching service at the point of application is not required in the case of these principals. Starting salary includes teacher salary at 1st point of a new common salary scale of teachers appointed after Feb 2012 (€35,958) + principal's allowance for principals of 1-3 teacher schools (€9,310). The salary at the top of this salary range includes salary at the top of the scale for teachers appointed from Feb 2012 (€67,538) + allowance for principals of 1-3 teacher schools (€9,310) + long service allowance (€2,324). The assumption in the salary range cited here is that the principal is appointed to a small school at the start of or early in his/her teaching career, stays in the one school for the duration of his/her time as a principal and that the number of teachers/pupils in the school do not change sufficiently to warrant an increase in the allowance paid to the principal. It is unlikely that this would occur in such a linear manner in practice as the length of service of principals and point on the teacher salary scale will vary at the point of appointment, principals may transfer to larger schools and if the principal remains in the one school, the enrolments may increase.

<sup>4</sup> The salary range above refers to that of principals of schools with 1-5 teachers. The starting salary refers to salary on the 8th point (five years of teaching experience) of the common salary scale for teachers who entered teaching prior to 2011 (€43,664) + allowance for primary degree (honours) (€4,918) + allowance for Higher Diploma in Education (pass) (€591) and principal's allowance for smallest school type (€9,310). The salary at the top includes salary at the top of the scale for teachers appointed before 2011 (€62,571) + Master's allowance (€5,496) + allowance for Higher Diploma in Education (pass) (€591) + allowance for principals of small schools (€9,310) and long service allowance (€2,324). The assumption in the salary range cited here is that the principal is appointed to a small school at the start of or early in his/her teaching career, stays in the one school for the duration of his/her time as a principal and that the number of teachers/students in the school do not change sufficiently to warrant an increase in the allowance paid to the principal. It is unlikely that this would occur in such a linear manner in practice as the length of service of principals and point on the teacher salary scale will vary at the point of appointment, principals may transfer to larger schools and if the principal remains in the one school, the enrolments may increase.