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A review of school teachers' pay in England and Wales compared with  
other graduate professions

A report for NASUWT

by

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## 1 Overview

### 1.1 What the report covers

This report has been produced for the NASUWT by Incomes Data Services (IDS). It examines the pay of school teachers over time in relation to other graduate professional occupations. Looking at earnings over a 15-year period – from 1998 to 2013 – our research draws on data from the Annual Survey of Hours and Earnings (ASHE), produced by the Office for National Statistics, for school teachers and a basket of selected comparator graduate occupations.

For the purposes of the analysis we have taken basic weekly and gross weekly full-time earnings from ASHE between 1998 to 2013 for ten graduate occupations. We have looked at how they compare over the period against earnings for school teachers – both secondary education teachers and those in primary and nursery education. The graduate occupations selected are:

- Chemical scientists
- Biological scientists and biochemists
- Physical scientists
- Engineering professionals
- Health professionals
- Pharmacists
- Legal professionals
- Chartered and certified accountants
- Management consultants and business analysts
- Chartered surveyors.

The report also looks at the annual percentage changes in median and average basic weekly earnings for teachers and each of the selected comparator occupations against the average annual RPI rate of inflation from 1998 to 2013.

The report sets developments in teachers' pay in the wider context of changes in the graduate labour market in the UK as a whole. It also looks at how pay for teachers in the early stages of their careers compares with pay across other major graduate recruiters. This analysis uses information collected by the IDS *Executive Compensation Review* for its annual *Pay and progression for graduates* survey. The survey collects a range of information from

major UK graduate recruiters including graduate starting salaries, as well as details of salary progression for graduates three and five year after initial hire.

## **1.2 Structure of the report**

Chapter 2 provides a brief context for the research, highlighting the STRB's focus on maintaining teachers' salaries at reasonably competitive levels, compared to those of other graduate professions.

In Chapter 3 we look more closely at how pay awards for school teachers in England and Wales have compared with whole-economy pay increases since 1998.

Chapter 4 gives an overview of the graduate labour market since the late 1990s, showing the rising proportion of graduates in the working-age population, their high employment levels and the continued growth in jobs requiring graduate-level skills.

Chapter 5 analyses of results from the IDS 2014 graduate recruitment and salary survey and reviews how starting salaries, and salaries after a number of years in the role, compare with those for school teachers. It also includes findings on graduate salaries in Wales specifically.

Chapter 6 focuses on the ASHE analysis. It reviews median and average earnings differentials between school teachers and other comparator graduate professions for three of the 15 years – 1998, 2005 and 2013 - to establish earnings trends at the start, middle and end of the review period.

Chapter 7 examines annual percentage change in median and average earnings for school teachers and each of the main comparator graduate professions, tracked against average annual RPI inflation.

Full details of indexed median and average earnings differentials for the graduate and teaching occupations reviewed are presented in the appendices, together with median and average actual full-time earnings data contained in ASHE for all of the occupations over the 15 years. There are also some brief notes around our methodology in using ASHE for this research.

### 1.3 Summary of key findings

- Compared with the whole economy, pay awards for school teachers in England and Wales were above the median level between 1998 and 2002. In later years, pay awards for school teachers have lagged behind other groups, except during the depths of the recession in 2009 and 2010.
- The graduate labour market has changed rapidly over the period 1998 to 2013, with an increase in the proportion of graduates in the working-age population and high levels of employment among graduates throughout the period.
- Graduate **median** starting salaries among major graduate recruiters in 2013 were some 14.7 per cent ahead of the current M1 point on the school teachers' main pay range outside London and 9.4 per cent ahead of M1 salaries in the Fringe area.
- Looking at **average or mean** salaries, the 2013 starting salary for graduates among major graduate recruiters was almost 20 per cent higher than the national M1 point and some 14.1 per cent ahead of the M1 Fringe area salary.
- Graduate median starting salaries in Wales among major graduate recruiters in 2013 were some 10.1 per cent above the current M1 point on the school teachers' main pay scale, while average salaries were 8.3 per cent above.
- Looking at salary progression, teachers on M4 (with three years' service) have a salary lead of 25.6 per cent over teachers on M1 (the recruitment point). Analysis of salary progression for graduate employees shows that for graduates at major recruiters outside of teaching, three years after recruitment they had a lead in **median** salary of 47.1 per cent over new graduate recruits, and a lead in **average** salary after three years of 44.3 per cent.
- Teachers on M6 (with five years' service) have a salary lead of 46.2 per cent over teachers on M1. Five years after recruitment the lead of the **median** salary for graduates at major recruiters was 68 per cent. Measured on **average** salaries, the graduate lead after five years was 73.6 per cent.
- A caveat to the findings on progression is that the STRB has recommended that pay points other than those at the minimum and maximum (M1 and M6 respectively) be removed from DfE advice after September 2014 and that all schools should introduce local arrangements for appraisal-related progression in time for

September 2015. It may be that any new arrangements could affect the rate of progression for teachers, and if this is so, comparisons with other graduate groups will only be possible on the basis of surveys of teachers' pay.

- Analysis of ASHE data shows that in 1998 a basket of comparator graduate professions had median basic earnings that were 8.2 per cent ahead of those for secondary school teachers. By 2005 they continued to have a pay lead, but the differential had fallen to 7.3 per cent and to 3.2 per cent by 2013.
- Measured on average basic earnings, the lead of the basket of comparator graduate professions over secondary school teachers declined from 22.9 per cent in 1998 to 17.6 per cent in 2005. The differential then remained fairly constant until 2013 at 17.1 per cent.
- Compared to primary and nursery teachers, the basket of comparator graduate professions had median basic earnings that were 10.9 per cent higher in 2013, while their average basic earnings were 25.8 per cent higher.
- When measured on the basis of gross earnings including all elements of variable pay, the earnings lead of the basket of ten comparator graduate professions over school teachers is considerably higher.
- In 1998 the lead in median gross earnings was 13.4 per cent over secondary teachers and 22.6 per cent over primary and nursery teachers. By 2013 the leads were still 6.2 per cent and 14.1 per cent respectively.
- Measured on average gross earnings, the lead of other occupations over secondary teachers was 19.8 per cent by 2013 and 28.7 per cent over primary and nursery teachers.
- Over the period to 2005, the median basic earnings of school teachers rose faster than the RPI. Thereafter, except when the RPI went negative in 2009, teachers' earnings have lagged behind the rise in the RPI. The other professions examined have experienced a broadly similar pattern.



## 2 School teachers' pay since 1998

Maintained and publicly funded schools<sup>1</sup> in England and Wales collectively represent one of the largest employers of graduates in the UK. In England, over 30,000 initial teacher training (ITT) places for graduates have to be filled each year to provide an adequate supply to the profession (Table 1). In Wales, close to 2,000 ITT places need to be filled each year (Table 2).

As the School Teachers' Review Body (STRB) has put it, "*teaching is a professional occupation which should aim to attract the most able graduates.*"<sup>2</sup> Given the range of career choices open to able new graduates – and to high-calibre graduates already in employment considering a potential change of career – school teachers' salary prospects and employment practices clearly need to be competitive against the wider market for graduates both at entry level and at subsequent career stages.

**Table 1 Initial teacher training places in England**

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Primary	17,460	18,050	18,640	19,730	20,480	19,820
Secondary	19,385	18,120	16,845	14,555	14,400	13,300
<b>Total</b>	<b>36,845</b>	<b>36,170</b>	<b>35,485</b>	<b>34,285</b>	<b>34,880</b>	<b>33,110</b>

Source: Department for Education. Note: figures exclude Teach First

**Table 2 Initial teacher training places in Wales\***

	2008/09	2009/10	2010/11	2011/12	2012/13
Primary	980	860	765	765	780
Secondary	1,055	1,075	1,015	995	965
<b>Total</b>	<b>2035</b>	<b>1,940</b>	<b>1,780</b>	<b>1,760</b>	<b>1,740</b>

Source: Knowledge and Analytical Services, Welsh Government

\*2013/14 figures not yet available

<sup>1</sup> For a comparison of different school types see the New Schools Network paper: <http://www.newschoolsnetwork.org/sites/default/files/files/pdf/Differences%20across%20school%20types.pdf>

<sup>2</sup> STRB Twenty fourth report 2014, para 3.9

## 2.1 A focus on keeping starting salaries at reasonably competitive levels

The STRB has repeatedly pointed to the need to set starting salaries for school teachers at levels which are sufficiently attractive when graduates are weighing up their future career options. In 2001, for example, the STRB recommended a higher increase in the starting salary for good honours degree entrants than for those further up the teaching career ladder. In doing so, the STRB pointed to *"a particular concern ... about the starting rate for new teachers, despite the scope which exists to enhance the minimum salaries which are payable."*<sup>3</sup>

The importance of maintaining a reasonably competitive position in terms of starting salaries for graduates (and at levels above that) relative to other professions has been a constant theme in STRB reports. As the Review Body's 2008 report put it, *"we are particularly conscious of the relative position of the profession and its ability to compete with other employers in recruiting and retaining high quality staff. As we have highlighted in the past, if the teachers' pay structure is too low relative to the wider market, this could, over time, create problems with recruitment, retention, morale, motivation and the quality of teaching; whereas positioning pay at a higher level than necessary to maintain these factors would not be the most effective use of school funding."*<sup>4</sup>

Application of the pay freeze to school teachers in common with the rest of the public sector in 2011 and 2012, followed by the 1 per cent pay policy, has limited the scope for the Review Body to adjust the competitiveness of salaries in recent years. The Review Body has, however, continued to stress the importance of the issue. In its latest report it has made the case for a future remit to review the effectiveness of the current framework in providing attractive career paths and pay levels which are competitive with other graduate professions.<sup>5</sup>

## 3 School teachers' pay awards compared with the wider economy

In this chapter we review how levels of pay awards for school teachers in England and Wales since 1998 have compared with pay increases across the economy as a whole. The picture that emerges is of the teaching profession receiving somewhat higher general salary increases than other groups on average in the period between 1998 and 2002. In later years pay awards for school teachers have lagged behind other groups, except during the depths of the recession in 2009 and 2010. In those two years, general salary increases of 2.3 per

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<sup>3</sup> STRB Tenth Report 2001, para 140

<sup>4</sup> STRB Seventeenth Report – Part One, 2008, para 3.59

<sup>5</sup> STRB Twenty-fourth report 2014, para 3.58

cent for teachers were ahead of the median pay awards for the whole economy of 1.8 per cent (2009) and 2 per cent (2010). Since then, the whole economy pay award has been 2 per cent in each of 2011, 2012 and 2013, and 2.5 per cent in 2014. By contrast, teachers received no general salary increase in either 2011 or 2012, and 1 per cent in each of 2013 and 2014.

### 3.1 Measuring pay awards

The general salary increases for school teachers approved by government ministers from 1998 onwards are summarised in Table 5. The figures exclude other changes affecting particular teaching groups – such as the higher increases awarded to many main scale teachers in inner London in 2008-10 – which will have added further to the overall paybill.

While in many of the 17 years covered teachers' salary scales were increased by a single percentage award, in 1998 the general award was staged. The table therefore includes an annualised value for the award as well as showing their combined value. As part of the 2005 award, the salary review date for school teachers was moved from April to September by means of a staged 17-month award. Again, an annualised value has been calculated for comparison purposes.

The table also shows the lower quartile, median and upper quartile figures for pay settlements and reviews, based on IDS monitoring, in the three-month period ending either April or September as appropriate for comparison with the school teachers' pay review. Data is collected on pay settlements and awards across the UK economy, covering approximately nine million employees a year. The percentage figures used in the table measure the increases in basic pay levels, excluding bonuses or lump sum payments. For settlements and awards where the percentage rise varies for different employees (for example, based on individual performance), the figure used is the average increase where this is known or, alternatively, the increase received by the largest number of employees, or the paybill increase.

The cost of other improvements, such as any increase in holiday entitlement or in the value of allowances for example, is excluded.

### 3.2 Emerging trends

Comparing the **annualised** figures for school teachers' general salary awards with the whole economy median for pay rises shows:

- Teachers' awards were higher than the median in six years, and
- Lower in eleven years

The periods of higher annualised awards for school teachers were between 1999 and 2002 and in 2009 and 2010, during the depths of the economic downturn.

A broadly similar picture emerges when comparisons are made on the basis of the **face value** of teachers' salary awards, without discounting the value of staged awards. On this basis:

- Teachers' general awards were higher than the median in eight years, and
- Lower in nine years.

The periods of higher awards were between 1998 and 2002, in 2005, and in 2009 and 2010. If we exclude the 17-month award in 2005 as not lending itself to sensible comparison, this measure points to an overall pattern of sustained improvement in the salary levels of school teachers relative to other groups in the years up to and including 2002 and a decline thereafter. That relative decline was interrupted only by the impact of the financial crisis on the wider economy and the resulting recession in 2009-10. The relative decline resumed during the pay freeze in 2011 and 2012 and the subsequent period of government policy limiting pay rises to 1 per cent from 2013 onwards.

**Table 3 School teachers' pay awards compared with the wider economy 1998-2014**

	School teachers E&W % general award		Pay settlements – whole economy		
			Lower quartile	Median	Upper quartile
1998	• 2% from April and a further 1.8% from December (annualised at 2.6%)	Q2	3.0	3.5	4.0
1999	• Salary increase of 3.5% from April	Q2	3.0	3.1	3.8
2000	• Salary increase of 3.3% from April	Q2	2.5	3.0	3.4
2001	• General salary increase of 3.7% from April	Q2	3.0	3.3	3.7
2002	• Salary increase of 3.5% from April	Q2	2.5	3.0	3.3
2003	• General salary increase of 2.9% from April	Q2	2.6	3.0	3.5
2004	• Salary increase of 2.5% from April	Q2	2.8	3.0	3.5
2005	• 17-month award: salary increase of 2.5% from April and 0.75% from September (annualised at 2.9%)	Q2	3.0	3.1	3.6
2006	• Salary increase of 2.5% from September	Q3	2.8	3.1	3.6
2007	• Salary increase of 2.5 per cent from September	Q3	3.0	3.5	4.1
2008	• General salary increase of 2.45 per cent from September	Q3	3.0	3.7	4.0
2009	• General salary increase of 2.3 per cent from September	Q3	0.0	1.8	2.5
2010	• General salary increase of 2.3 per cent from September	Q3	0.3	2.0	2.4
2011	• No general salary increase	Q3	0.0	2.0	3.0
2012	• No general salary increase	Q3	1.0	2.0	3.0
2013	• General salary increase of 1 per cent from September	Q3	1.0	2.0	2.5
2014	• 1 per cent increase from September in range minima, maxima and reference points within ranges	Q3	2.0*	2.5*	2.8*

Source: IDS

\*Provisional and subject to revision. Note: we have analysed whole-economy pay awards for either the second or third quarters of the year (Q2 or Q3), depending on whether the teachers' pay review was in April or September.

## 4 The graduate labour market since 1998

The graduate labour market has changed rapidly over the period 1998 to 2013. In this chapter we outline the key trends including:

- An increase in the proportion of graduates in the working-age population
- High levels of employment among graduates throughout the period
- Growing numbers of jobs requiring graduate skills
- Relatively rapid pay growth in the early phase of graduates' working lives.

### 4.1 An increase in the proportion of graduates in the population

The proportion of the working-age population classed as graduates has been rising steadily in recent decades (4). In 1998, graduates made up just over one in five of those of working age (22 per cent). By 2013 the proportion had risen by some 73 per cent to more than one in three (to 38 per cent).<sup>6</sup>

**Table 4 Percentage of graduates in the UK working age population Q2 of 1998 to 2013**

1998	22
1999	23
2000	24
2001	25
2002	25
2003	26
2004	28
2005	28
2006	29
2007	30
2008	31
2009	32
2010	34
2011	35
2012	37
2013	38

Source: ONS

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<sup>6</sup> Graduates in the UK Labour Market 2013, ONS

## 4.2 Growing numbers of jobs requiring graduate skills

The sustained high levels of graduate employment over a period when the supply of graduates has been increasing can be accounted for to a large extent by the growth in jobs requiring the type of higher-level skills associated with graduates.

According to the UK Commission for Employment and Skills (UKCES), recent decades have been characterised by rising employment levels for higher level, white-collar groups such as managers, directors and senior officials, professionals, and associate professional and technical occupations (Table 10). The proportion of the workforce in these three occupational categories rose from 33.6 per cent in 1992 to 43.0 per cent by 2012.<sup>7</sup>

And further growth in these occupational groups is expected in the years ahead. By 2022, the three are expected by UKCES to make up 47.6 per cent of the total working population. The continued growth in jobs for managers, professionals and associated occupations will be taking place at a time when the rise in the number of students going through UK higher education seems to have come to an end, pointing to tougher competition to recruit the most able.

**Table 5 Occupational categories as % of UK workforce 1992 to 2022**

	1992	2002	2012	2017	2022
1. Managers, directors and senior officials	8.0	9.0	10.3	10.9	11.5
2. Professional occupations	14.6	16.7	19.6	21.2	22.0
3. Associate professional and technical	11.0	12.4	13.1	13.6	14.1
4. Administrative and secretarial	16.3	14.0	11.8	10.7	9.7
5. Skilled trades occupations	15.0	12.5	11.0	10.2	9.5
6. Caring, leisure and other services	5.7	7.6	9.0	9.8	10.4
7. Sales and customer service occupations	8.2	8.6	8.4	8.0	7.8
8. Process, plant and machine operatives	8.9	7.2	6.2	5.7	5.3
9. Elementary occupations	12.5	12.0	10.5	9.8	9.7

Source: UKCES

Other organisations share the view that there will be more openings for graduates in the period ahead, particularly if the economic recovery continues. According to the CBI's latest survey of education and skills, over the next three to five years, far more employers expect to need more people with leadership and management skills than expect to need fewer (76 per cent expect to need more, 4 per cent to need fewer and 21 per cent no change, producing a positive balance of +72 per cent).<sup>8</sup> It reports that the balance of businesses expecting to

<sup>7</sup> UKCES, Working Futures 2012-2022, Evidence Report 83 March 2014

<sup>8</sup> CBI, Gateway to Growth: CBI/Pearson Education and Skills Survey 2014

require more people with leadership and management skills has been above +60 per cent every year since 2010, and the trend has gained added impetus as the economic recovery becomes more securely based. The positive balance of firms expecting to need more employees with other higher skills over the next three to five years has been only a little lower over the same period (climbing to +71 per cent in 2014). Larger firms (with larger graduate intakes) are expected to lead the growth in demand for those with higher-level skills (with a positive balance of +78 per cent among non-SMEs compared with +58 per cent among SMEs).

### 4.3 Relatively rapid pay growth in the early phase of graduates' working lives

An important characteristic of graduates' remuneration is the relatively rapid pace at which their earnings typically increase until they reach their mid-30s. By then, their earnings are on average far above the earnings of non-graduates (Table 11). Between the ages of 23 and 35, the earnings of non-graduate groups rise by an average of between 24.1 per cent and 37.8 per cent. In contrast, the earnings of graduates typically rise by 78.1 per cent between those ages, more than twice the rate of increase of less qualified employees.

**Table 6 Average earnings by age and highest level of education 2013**

	Graduates	Highest qualification an apprenticeship	A level or equivalent qualification (excluding apprenticeships)	Highest qualification A* to C grade GCSE or equivalent
<i>Age</i>	<i>£pa</i>	<i>£pa</i>	<i>£pa</i>	<i>£pa</i>
23	19,092	19,146	16,376	15,250
24	21,158	21,570	17,712	15,990
25	23,677	22,279	18,464	16,948
26	25,563	22,319	19,217	17,159
27	27,260	23,002	18,942	16,858
28	27,971	23,466	20,142	17,641
29	29,654	23,917	20,353	18,169
30	31,041	24,650	21,279	17,899
31	31,129	26,683	20,541	18,783
32	32,025	25,284	21,341	18,507
33	32,565	25,422	22,267	18,997
34	32,855	25,876	22,319	19,062
35	34,010	26,391	21,769	18,934
<i>% change age 23 to 35</i>	<i>78.1%</i>	<i>37.8%</i>	<i>32.9%</i>	<i>24.1%</i>

Source: ONS



Note: The average annual gross wage is the median of the average annual gross wages for each quarter between April to June 2003 and April to June 2013, adjusted to the 2013 earnings level.

## **5 Starting salaries and salary progression for school teachers compared with other all-graduate professions**

This chapter examines how pay for teachers compares with the salaries offered by major graduate recruiters across the wider economy. Using data from the 2014 research report *Pay and progression for graduates*, produced by the *IDS Executive Compensation Review*, our analysis compares the latest aggregate starting salaries for graduates in major organisations with the current minimum point (M1) on the school teachers' main pay scale.

The chapter also analyses how graduate salaries in these organisations three and five years after recruitment compare with further spine points on the teachers' main pay scale – for example points M4 and M6 (the current maximum pay point). It also compares graduate salaries in Wales with graduate salaries across the UK and teachers' starting salaries.

The annual IDS *Pay and progression for graduates* research report provides information and analysis on the state of the graduate market among major recruiters in relation to:

- recruitment levels
- recruitment policies
- current (2013) and anticipated (2014) starting salaries
- qualification and location payments
- salary progression and retention
- sponsorship, work placements and vacation schemes.

The latest IDS graduate survey collected salary information from over 100 major graduate-recruiting organisations across finance and legal services, manufacturing, the public sector and services. The data was collected during the period November 2013 to February 2014. Around 50 per cent of organisations participating in 2013 also participated in 2014.

### **5.1 Comparison of school teachers' and other graduate starting salaries**

We begin our analysis by looking at median and average graduate starting salaries as reported by the IDS survey and how these compare with the minimum (M1) point on the teacher's main pay scale.

Each year, the IDS survey asks graduate recruiters about the salaries actually paid to their most recent intake and their anticipated salaries for graduate recruits in the year ahead. As

Table 7 shows, graduate recruiters paid a median salary of £25,000 in 2013. The average of £26,068 was slightly higher. There were also some differences reported by sector, with median starting salaries of £25,500 in the private sector being higher than the £23,270 median reported in the public/not-for-profit sector.

**Table 7 Graduate starting salaries by sector, 2013**

Sector	No.	Minimum £pa	Lower quartile £pa	Median £pa	Upper quartile £pa	Maximum £pa	Average £pa
Finance and Law	21	18,250	25,000	28,000	35,500	41,000	29,798
Manufacturing	21	20,000	25,000	25,750	27,000	29,575	25,886
Retail and Service	38	20,000	22,875	25,000	26,125	35,000	24,926
<b>All private</b>	80	18,250	24,500	25,500	27,500	41,000	26,457
Public/Not-for-profit	13	17,161	21,005	23,270	26,750	29,000	23,675
<b>All</b>	93	17,161	24,000	25,000	27,216	41,000	26,068

Source: IDS

Table 8 shows that the anticipated 2014 median graduate starting salary is expected to increase to £26,000. Average salaries are expected to increase by a smaller amount than median salaries, but they are nevertheless expected to be higher than median salaries at £26,504.

Median salaries are expected to rise across all sectors in 2014, with the exception of Retail and Services where median salaries are expected to remain flat at £25,000. Average salaries however are expected to increase across all sectors and are anticipated to rise to £30,750 in Finance and Law.

**Table 8 Anticipated graduate starting salaries by sector in 2014**

Sector	No.	Minimum £pa	Lower quartile £pa	Median £pa	Upper quartile £pa	Maximum £pa	Average £pa
Finance and Law	20	24,000	25,250	29,000	36,375	41,000	30,750
Manufacturing	21	22,000	25,000	26,500	27,500	29,575	26,253
Retail and Service	39	20,000	23,500	25,000	26,000	35,000	25,113
<b>All private</b>	80	20,000	25,000	26,000	27,889	41,000	26,821
Public/Not-for-profit	12	17,333	22,443	24,510	26,875	29,000	24,390
<b>All</b>	92	17,333	24,625	26,000	27,543	41,000	26,504

Source: IDS

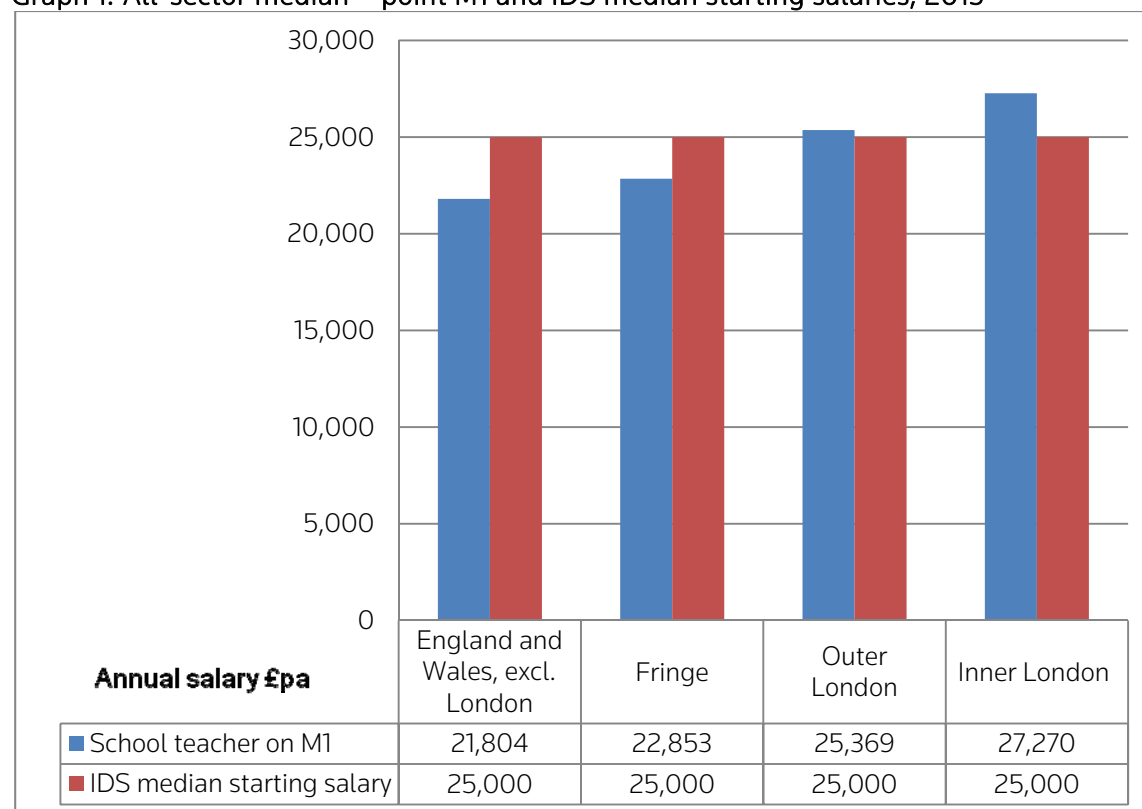
To compare graduate starting salaries with those of teachers, Graph 1: shows how IDS's all-sector 2013 median graduate starting salary compares with point M1 on the main teachers' pay scale. It includes point M1 for England and Wales, as well as Inner London, Outer London and Fringe areas. Graph 2 compares average 2013 starting salaries for graduates with M1 salaries. For reference purposes Table 9 presents the current main pay scale for school teachers.

**Table 9 Basic pay for classroom teachers, 2013 – main scale**

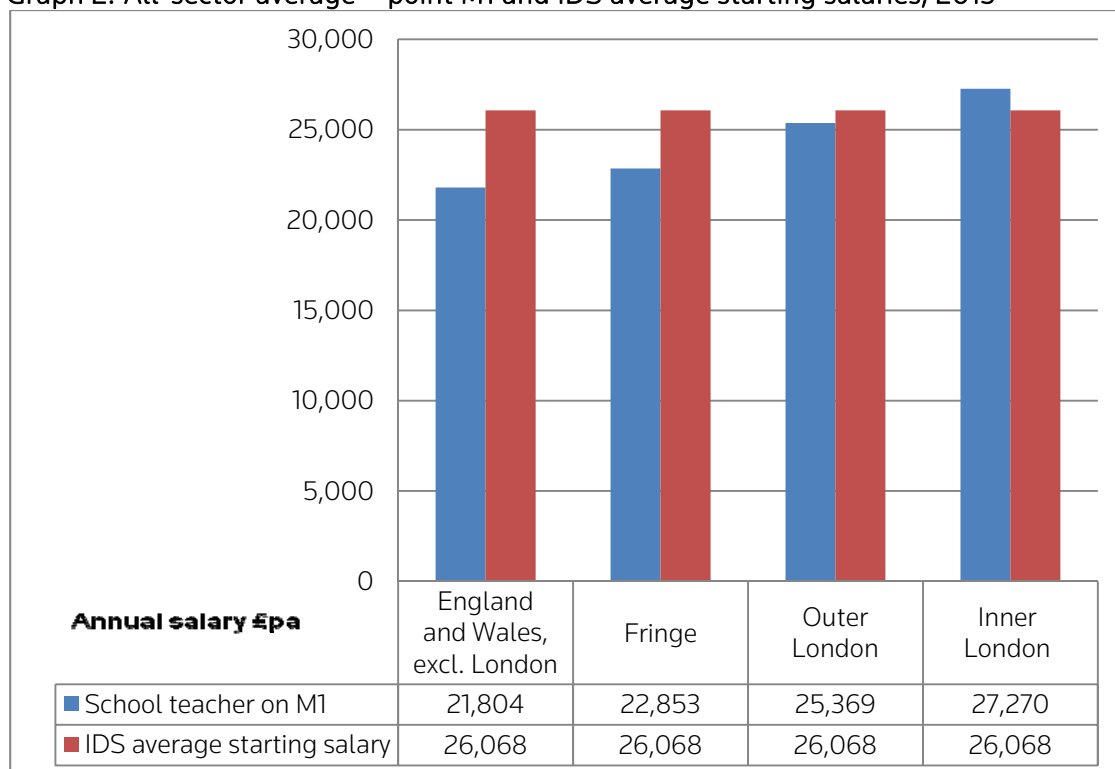
Main scale points	Annual salary England and Wales (excl. London) £pa	Annual salary, Inner London £pa	Annual Salary, Outer London £pa	Annual salary, Fringe £pa
1	21,804	27,270	25,369	22,853
2	23,528	28,693	26,941	24,575
3	25,420	30,188	28,609	26,466
4	27,376	31,761	30,381	28,428
5	29,533	34,204	32,957	30,581
6	31,868	36,751	35,468	32,914

Source: Department for Education

**Graph 1: All-sector median – point M1 and IDS median starting salaries, 2013**



Graph 2: All-sector average – point M1 and IDS average starting salaries, 2013



As can be seen in Graph 1, the IDS median graduate starting salary is some 14.7 per cent ahead of the current national M1 point on the school teachers' main pay scale. Moving into the Fringe area, graduate starting salaries are 9.4 per cent higher than the equivalent point on the teachers' pay range. Looking at the comparison with average graduate salaries in Graph 2, the gaps are even wider. Average graduate salaries are 19.6 per cent higher than the national rates for teachers and 14.1 per cent higher than in Fringe areas.

The picture is more mixed in London. Median starting salaries for teachers are 1.5 per cent above the median level of other graduate salaries in Outer London and 9.1 per cent higher in Inner London. In contrast, average graduate salaries are 2.8 per cent above the M1 point for Outer London teachers. M1 teachers in inner London, however, are 4.6 per cent above average graduate salaries.

A strong note of caution should be applied when comparing the graduate salary figures with teachers' salaries in Inner and Outer London. The IDS graduate salary figures are median and average national figures and do not include higher starting salaries in London or additional London weighting payments. Although the figures collected for London starting salaries and London weighting were not robust enough to be able to provide a London median or average with confidence, we found that around 50 per cent of London graduate employers that also recruited graduates in other areas paid either higher starting salaries in

London or additional London allowances. Typically, the data suggests that where organisations pay higher salaries in London or London weighting this can be expected to be worth around £3,000 to a graduate.

## 5.2 Graduate starting salaries in Wales

Below we show how graduate starting salaries compare in Wales. Because of the somewhat small sample sizes in Wales we have merged both 2013 and 2014 IDS data together (Table 15). Although both sets of figures cover 2013, the figures from the 2013 survey are anticipated figures for 2013 while the figures from the 2014 survey are actual figures for 2013. Although anticipated and actual figures sometimes vary, the figures remain robust and due to the limited number of salary increases are unlikely to overstate 2013 salaries. For reference purposes, we present the equivalent figures for UK graduate salaries in Table 16.

**Table 10 Anticipated and actual graduate starting salaries for Wales, 2013**

Sector	No.	Minimum £pa	Lower quartile £pa	Median £pa	Upper quartile £pa	Maximum £pa	Average £pa
All private	9	21,000	22,250	25,000	26,750	27,000	24,556
Public/Not-for-profit	2	17,161		19,417		21,672	19,417
<b>All</b>	<b>11</b>	<b>17,161</b>	<b>21,500</b>	<b>24,000</b>	<b>26,500</b>	<b>27,000</b>	<b>23,621</b>

**Table 11 Actual graduate starting salaries across the UK, 2013**

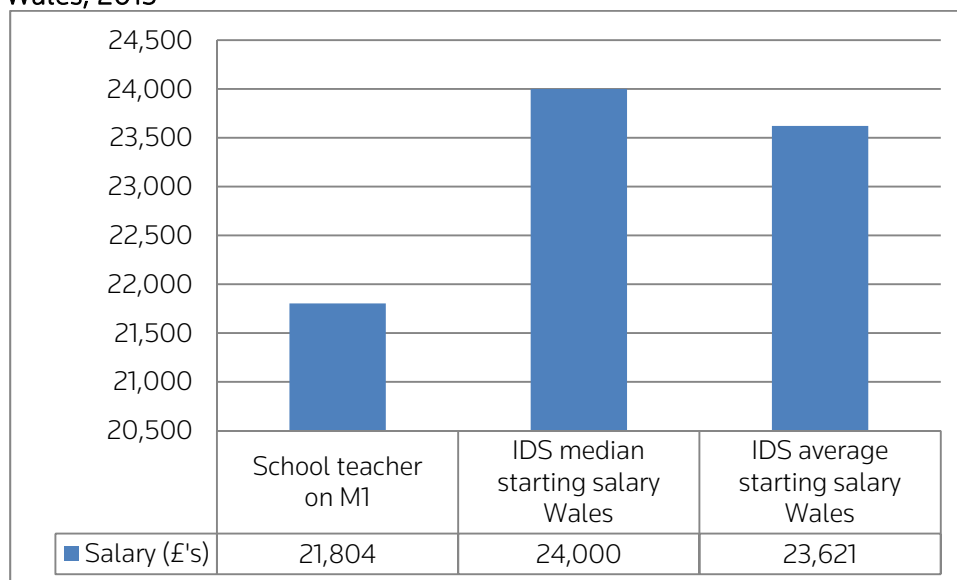
Sector	No.	Minimum £pa	Lower quartile £pa	Median £pa	Upper quartile £pa	Maximum £pa	Average £pa
All private	80	18,250	24,500	25,500	27,500	41,000	26,457
Public/Not-for-profit	13	17,161	21,005	23,270	26,750	29,000	23,675
<b>All</b>	<b>93</b>	<b>17,161</b>	<b>24,000</b>	<b>25,000</b>	<b>27,216</b>	<b>41,000</b>	<b>26,068</b>

Comparing Table 10 and Table 11, median salaries in Wales in the private sector were £25,000 compared with £25,500 across the UK as a whole. Average private sector graduate salaries in 2013 were £24,556 in Wales and £26,457 across the UK. Because of two relatively low paying public sector organisations, differences between Wales and the rest of the UK were slightly wider when all organisations were compared.

The graph below compares median and average graduate starting salaries in Wales with point M1 on the main teachers' pay scale for England and Wales. Median graduate starting

salaries in Wales are 10.1 per cent above the M1 point on the teachers' pay scale, while average salaries are 8.3 per cent above.

**Graph 3: Comparison of point M1 and IDS median and average starting salaries for Wales, 2013**



### 5.3 Salary progression after three and five years

This section looks at salary progression for graduates as reported in the latest IDS survey, and how salaries compare to specific points on the school teachers' main pay scale. Because the annual IDS graduate survey asks survey respondents to supply the current average salary of graduates hired three and five years previously this allows us to look at graduate salary progression after three and five years' and compare it with teachers salaries after the same length of time. It should be noted that not all survey participants are able to provide this data, so the sample is smaller than for basic salaries.

It is worth noting at this point that that the STRB has recommended that pay points other than those at the minimum and maximum (M1 and M6 respectively) be removed from Department for Education advice after September 2014 and that all schools should introduce local arrangements for appraisal-related progression in time for September 2015. It may be that any new arrangements could affect teachers' progression rates. If this turns out to be the case, comparisons with pay for other graduate groups at three and five years will only be possible on the basis of surveys of teachers' pay.

Table 12 and Table 13 present information on salary progression for graduates after three and five years respectively for 'all private', 'public/not-for-profit' and 'all sectors', as reported in the 2014 IDS graduate survey. Taking the results for all sectors, graduates recruited three years ago in 2010 have current salaries worth £36,781 at the median and £37,624 on average. In the private sector, the median current salary for a graduate recruited three years ago is £38,000, and £38,183 on average. Median and average current salaries for graduates recruited by public/not-for-profit organisations three years ago are somewhat lower, at £30,978 and £31,194 respectively.

For graduates hired five years ago, Table 18 shows that the current median salary stands at £42,000 and the average is £45,248. The respective current median salaries for graduates in the private and public/not-for-profit sectors come to £43,000 and £36,530, and average salaries are £46,114 and £37,671.

**Table 12 Salary leads in 2013 by sector – progression after 3 years**

Sector	No.	Minimum £pa	Lower quartile £pa	Median £pa	Upper quartile £pa	Maximum £pa	Average £pa
All private	46	27,200	31,935	38,000	42,000	80,000	38,183
Public/ Not-for-profit	4	25,000	26,500	30,978	35,888	37,819	31,194
<b>All</b>	<b>50</b>	<b>25,000</b>	<b>31,500</b>	<b>36,781</b>	<b>41,000</b>	<b>80,000</b>	<b>37,624</b>

Source: IDS

**Table 13 Salary leads in 2013 – progression after 5 years**

Sector	No.	Minimum £pa	Lower quartile £pa	Median £pa	Upper quartile £pa	Maximum £pa	Average £pa
All private	35	31,000	35,350	43,000	50,000	97,500	46,114
Public/ Not-for-profit	4	32,000	33,000	36,530	42,343	45,626	37,671
<b>All</b>	<b>39</b>	<b>31,000</b>	<b>35,000</b>	<b>42,000</b>	<b>50,000</b>	<b>97,500</b>	<b>45,248</b>

Source: IDS

As well as calculating the aggregate figures for graduate salaries over time, we also compared them to actual graduate salaries in the current year. The difference between actual graduate salaries in the current year and salaries after three and five years can be thought of as 'salary leads' which express salary increases that graduates can expect to receive as they progress in their roles. As an illustration, if the current average salary of graduates recruited five years ago is £35,000 and the present graduate starting rate is £25,000, then the salary lead is £10,000, or 40 per cent.



A presentation of these leads for median and average salary progression for school teachers and all-graduate occupations can be seen in Graphs 4 and 5 comparing what school teachers and graduates can expect to earn after three and five years. The figures have been indexed so that they are easier to compare. Pay points M4 and M6 have been selected to represent salary progression for teachers after three years and five years respectively. Taking point M1 and the 2013 IDS graduate starting salary as the base in each case, Graph 4 shows that after three years, teacher's salaries increase by 25.6 per cent, compared with a 47.1 per cent increase at the median for all graduates over the same period. After five years, the salary increase for school teachers is 46.2 per cent, and for graduates it is 68 per cent. The indexed salary leads show that all-graduate median pay has risen around 83.9 per cent faster than teachers after three years and 47.1 per cent faster after five years.

**Graph 4: Indexed median salary progression – school teachers and other graduate occupations**



Looking at the average graduate salary lead, Graph 5 shows that salary increases for graduates in the latest IDS survey are 44.3 per cent after three years, and 73.6 per cent after five years. Comparing this to increases for schoolteachers, all-graduate average salaries have risen 73 per cent faster than school teachers three years after recruitment, and 59.3 per cent faster after five years.

Graph 5: Indexed average salary progression – school teachers and other graduate occupations



To summarise these results: in major recruiters outside teaching, graduate salaries typically rise faster over the first three and five years in the workplace than in the teaching profession, assuming standard incremental progression for teachers.

## 6 ASHE earnings analysis

Drawing on data from the Annual Survey of Hours and Earnings (ASHE), produced by the Office for National Statistics, this chapter examines how school teachers' pay has changed over time compared to a basket of other comparator graduate occupations. Covering the years 1998 to 2013, the analysis takes into account an era when pay restraint was prevalent across the public sector during the late 1990s, followed by a period of 'pay modernisation' between 2000 and 2004 when the New Labour Government set out to address particular recruitment and retention difficulties in the sector, and a further period of pay restraint from 2011 onwards.

### 6.1 Overview

ASHE data provides information about the levels, distribution and make-up of earnings and hours worked for employees in all industries and occupations. In addition, the annual ASHE datasets enable occupations to be analysed down to the level of four-digit occupational codes where this is relevant.

For the purposes of our analysis, we have used weekly earnings figures from ASHE for 10 graduate occupations as listed in Table 14, on the basis that these 'professional' occupations (i.e. Standard Occupational Classification major group '2') are reasonable comparators with school teaching. These occupations were identified and used as suitable comparators in a previous research report for the NASUWT.<sup>9</sup>

We include full median and average indexed earnings from ASHE in the Appendices, together with median and average basic weekly and gross earnings on which the indices are based for all occupations covered and all years under review.

This section of the report shows how the median and average differentials in earnings (both basic pay and gross pay) between various comparator graduate occupations and school teachers have changed over time. It presents results for teachers in secondary education and in primary and nursery education.

For the purposes of our analysis the years 1998, 2005 and 2013 have been selected for detailed examination. This is so we can examine the trend in earnings differentials between

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<sup>9</sup> 'A review of school teachers' pay in England and Wales compared with other graduate professions', IDS, March 2013.

school teachers and other graduate professions at the start, midpoint and end of the review period.

The section begins with a summary of the median and average basic earnings differentials for the 10 comparator graduate occupations combined, illustrating how earnings for these occupations have fared in the three selected years – 1998, 2005 and 2013. This is followed by a more detailed analysis of indexed median and average basic earnings for each of the occupational groups below, relative to secondary and primary education school teachers' earnings in the same three years.

The section concludes with a look at the median and average gross earnings of the selected graduate occupations compared to gross earnings for teachers. Since unconsolidated variable pay can make up a significant part of remuneration in other occupations, this can be an important comparison to consider.

**Table 14 Comparator graduate occupations in ASHE and SOC codes**

ASHE main occupational groups	Occupational groups used in analysis	SOC codes	No. of jobs (000's)*
Science, Research, Engineering and Technology	1. Chemical scientists	2111	13,000
	2. Biological scientists and biochemists	2112	49,000
	3. Physical scientists	2113	13,000
Engineering professionals	4. Engineering professionals	212	343,000
Health professionals	5. Health professionals	221	313,000
	6. Pharmacists	2213	28,000
Business, Media and Public Service Professionals	7. Legal professionals	241	113,000
Business, Research and Administrative	8. Chartered and certified accountants	2421	73,000
	9. Management consultants and business analysts	2423	122,000
Architects, Town Planners and Surveyors	10. Chartered surveyors	2434	52,000
Teaching and educational professionals	A. Secondary education teaching professionals	2314	326,000
	B. Primary and nursery education teaching professionals	2315	261,000

\* Full-time jobs. Estimates in 2013

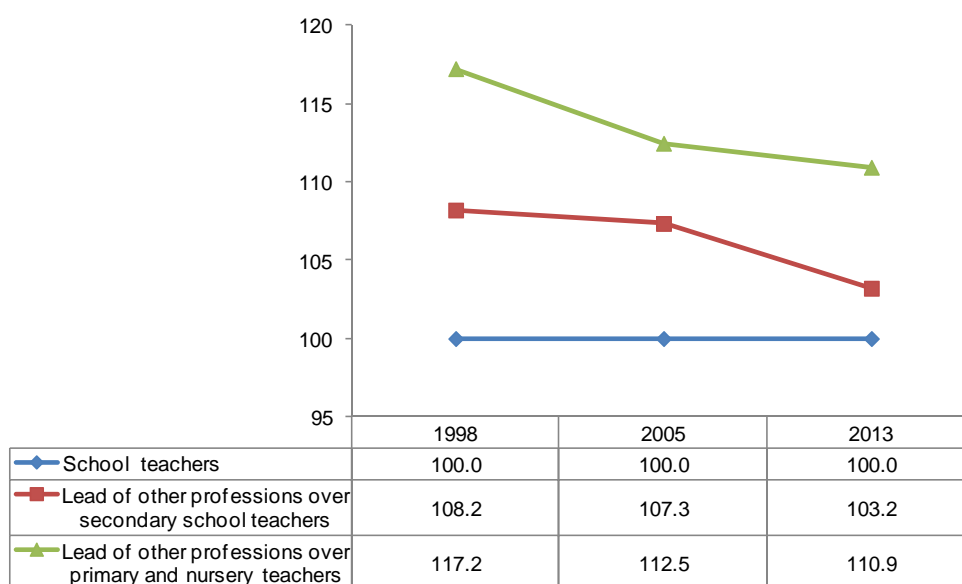
## 6.2 Basic earnings of comparator graduate professions relative to school teachers

Using school teachers' basic earnings as the base for each year (=100.0), Graph 6: shows that median basic earnings for the 10 selected graduate professions in ASHE were 8.2 per cent ahead of median earnings for secondary school teachers in 1998, and 17.2 per cent ahead of median earnings for primary and nursery education teachers.

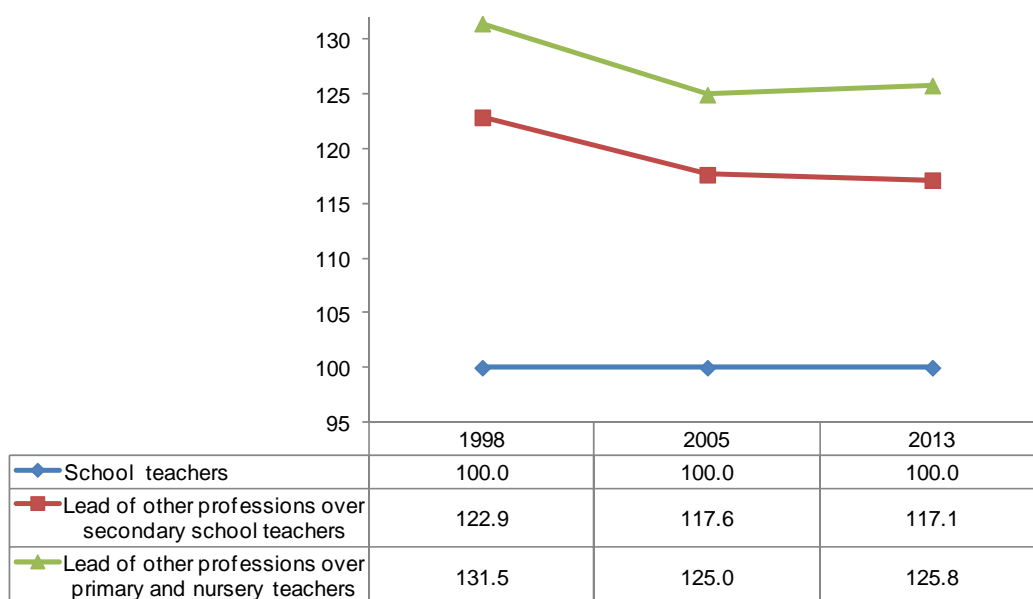
By 2005, the median earnings lead of comparator graduate professions over secondary school teachers had fallen slightly to 7.3 per cent, and reduced further again by 2013 to a 3.2 per cent lead.

The median earnings differential between the unweighted basket of graduate professions and nursery education teachers also declined over the period, though not to the same extent. Earnings data from ASHE shows that the comparator graduate professions had a median earnings lead over primary education teachers of 12.5 in 2005 and 10.9 per cent by 2013.

**Graph 6: Indexed median basic earnings' lead of all-comparator graduate professions over school teachers: 1998, 2005 and 2013**



Graph 7: Indexed average basic earnings' lead of all comparator graduate professions over school teachers: 1998, 2005 and 2013



Looking at average basic earnings data from ASHE, the lead of other graduate professions over teachers is greater than for median earnings. While the earnings differential between all-comparator and teachers' earnings has narrowed slightly between 1998 and 2013, the earnings lead of all comparator graduate professions remains substantial. Average basic earnings for all-comparator professions are 17.1 per cent ahead of earnings for secondary school teachers and 25.8 per cent ahead of average earnings for primary school teachers, according to the latest (2013) data from ASHE.

### 6.3 Occupational findings on basic pay in detail

Below we summarise the main findings from the indexation analysis set out in sections 6.4 and 6.9 and Tables 20 to 43 overleaf.

- Table 15: Looking at median basic earnings for occupations within the ASHE group Science, Research, Engineering and Technology professionals, physical scientists' earnings were most likely to be in line with, or just ahead of, earnings for secondary school teachers. In 2013, earnings for physical scientists were 6 per cent ahead of secondary school teachers' median basic earnings. Meanwhile earnings for chemical scientists and biological scientists and biochemists have lagged behind those of secondary school teachers.
- Table 16: Median basic earnings for primary and nursery education teachers were 14 per cent behind those for physical scientists in 1998 and 2013, and almost 5 per cent behind the median earnings for biological scientists.
- Table 17: Average basic earnings for physical scientists are typically significantly ahead of those for secondary school teachers (31 per cent ahead in 1998; 12 per cent ahead in 2005; 38 per cent by 2013). Average earnings for biological scientists were mostly in line or just ahead of earnings for secondary school teachers.
- Table 18: Across all scientific roles, average basic earnings exceeded those for primary school teachers – by as much as 48 per cent in the case of physical scientists in 2013.
- Table 19: Median basic earnings for engineering professionals lagged a little behind those of secondary education teachers in each of the three years under review, falling to around 9 per cent lower in 2005 but reaching near parity in 2013.
- Table 20: Engineering professionals were ahead of primary and nursery education teachers in respect of their median basic earnings in two of the three years – 1998 and 2013 – where the earnings leads were 5.9 and 6.8 per cent respectively.
- Table 21: Average earnings for engineering professionals were around 5 per cent ahead of earnings for secondary school teachers in 1998 and 2013.

- Table 22: Compared with primary and nursery education teachers, average earnings for engineering professionals were ahead in all three years of our analysis. The greatest average earnings differentials were shown in 1998 and 2013 when earnings for engineering professionals were around 12 and 13 per cent ahead respectively.
- Table 23: Median earnings for health professionals were significantly ahead of earnings for secondary education teachers in all three years of analysis, rising to 48 per cent in 2005. Pharmacists' median earnings were closer to those of secondary education teachers, but were still between 6 and 10 per cent ahead in each of the three years.
- Table 24: The earnings leads of health professionals and pharmacists were even higher when compared with primary and nursery education teachers.
- Table 25 and Table 26: Taking average earnings, the lead of health professionals over secondary and primary and nursery education teachers ranged between 49 and 82 per cent. In the case of pharmacists, the average earnings lead of this group was between 6 and 11 per cent ahead of secondary school teachers, and between 14 and 19 per cent ahead of primary and nursery education teachers.
- Table 27: Legal professionals received median earnings that were 27.2 per cent ahead, 21.3 per cent ahead and 17 per cent ahead of those for secondary education teachers in 1998, 2005 and 2013.
- Table 28: The earnings leads of legal professionals when compared with primary and nursery education teachers were even greater, coming in at 37.8 per cent ahead in 1998, 27 per cent ahead in 2005 and 25.7 per cent ahead in 2013.
- Table 29: Legal professionals had an average earnings lead over secondary school teachers' earnings of 42.4 per cent in 1998. By 2013 this earnings leads was even greater at 46.4 per cent.
- Table 30: The average earnings lead of legal professionals over primary and nursery education teachers was above 50 per cent for each year of our analysis.
- Table 31 to Table 34: Occupations within the Business, Research and Administrative professionals group were consistently ahead on both median and average earnings, compared with school teachers. Management consultants and business analysts were more likely to have a more significant earnings lead over teachers, particularly for average earnings, although the differential has narrowed between 1998 and



2013. For example, the average earnings lead of consultants and business analysts over secondary school teachers was 46.2 per cent in 1998 and 14.8 per cent by 2013.

- Table 35: In all three years of analysis, the ASHE data shows that median earnings for chartered surveyors lagged behind those of secondary education teachers, by between 4 and 10 per cent.
- Table 36: Median earnings for primary and nursery education teachers were mostly in-line with earnings for chartered surveyors in all three years of analysis, although by 2013 earnings for chartered surveyors lagged 3 per cent behind those of primary and nursery education teachers.
- Table 37 and Table 38: Measured by average earnings, chartered surveyors had an earnings lead over primary teachers in all three review years, though the lead fell from 7.1 per cent in 2005 to 5.5 per cent in 2013. However, average earnings of secondary education teachers fared better overall against chartered surveyors, being slightly ahead in 2013.

## 6.4 Science, Research, Engineering and Technology professionals

### 6.4.1 Indexed differentials of median basic earnings, 1998, 2005 and 2013

Table 15 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chemical scientists	97.3	91.2	89.2
Biological scientists and biochemists	96.8	90.5	97.3
Physical scientists	105.7	100.8	106.1

Table 16 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chemical scientists	105.4	95.6	95.9
Biological scientists and biochemists	104.8	94.8	104.6
Physical scientists	114.5	105.6	114.0

### 6.4.2 Indexed differentials of average basic earnings, 1998, 2005 and 2013

Table 17 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chemical scientists	112.5	97.6	97.4
Biological scientists and biochemists	106.4	99.9	105.9
Physical scientists	130.7	112.1	138.2

Table 18 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chemical scientists	120.3	103.7	104.5
Biological scientists and biochemists	113.8	106.1	113.7
Physical scientists	139.9	119.1	148.4

## 6.5 Engineering professionals

### 6.5.1 Indexed differentials of median basic earnings, 1998, 2005 and 2013

Table 19 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Engineering professionals	97.7	91.1	99.4

Table 20 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Engineering professionals	105.9	95.4	106.8

### 6.5.2 Indexed differentials of average basic earnings, 1998, 2005 and 2013

Table 21 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Engineering professionals	104.5	95.1	105.3

Table 22 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Engineering professionals	111.8	101.1	113.1

## 6.6 Health professionals

### 6.6.1 Indexed differentials of median basic earnings, 1998, 2005 and 2013

Table 23 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Health professionals	141.3	148.3	120.2
Pharmacists	106.1	110.2	106.6

Table 24 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Health professionals	153.1	155.4	129.2
Pharmacists	115.0	115.4	114.6

### 6.6.2 Indexed differentials of average basic earnings, 1998, 2005 and 2013

Table 25 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Health professionals	162.0	171.0	149.4
Pharmacists	110.8	108.2	106.0

Table 26 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Health professionals	173.3	181.6	160.4
Pharmacists	118.5	114.9	113.9

## 6.7 Legal professionals

### 6.7.1 Indexed differentials of median basic earnings, 1998, 2005 and 2013

Table 27 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Legal professionals	127.2	121.3	117.0

Table 28 Comparison with primary and secondary education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Legal professionals	137.8	127.0	125.7

### 6.7.2 Indexed differentials of average basic earnings, 1998, 2005 and 2013

Table 29 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Legal professionals	142.4	143.8	146.4

Table 30 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Legal professionals	152.3	152.7	157.2

## 6.8 Business, Research and Administrative professionals

### 6.8.1 Indexed differentials of median basic earnings, 1998, 2005 and 2013

Table 31 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	104.0	107.4	102.3
Management consultants and business analysts	113.1	117.1	103.6

Table 32 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	112.7	112.5	110.0
Management consultants and business analysts	122.6	122.6	111.3

### 6.8.2 Indexed differentials of average basic earnings, 1998, 2005 and 2013

Table 33 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	113.2	112.1	109.8
Management consultants and business analysts	146.2	133.6	114.8

Table 34 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	121.1	119.0	117.9
Management consultants and business analysts	156.4	141.9	123.3

## 6.9 Architects, Town Planners and Surveyors

### 6.9.1 Indexed differentials of median basic earnings, 1998, 2005 and 2013

Table 35 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered surveyors	92.8	95.7	90.4

Table 36 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered surveyors	100.6	100.2	97.2

### 6.9.2 Indexed differentials of average basic earnings, 1998, 2005 and 2013

Table 37 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered surveyors	100.1	103.1	98.3

Table 38 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered surveyors	107.1	109.5	105.5

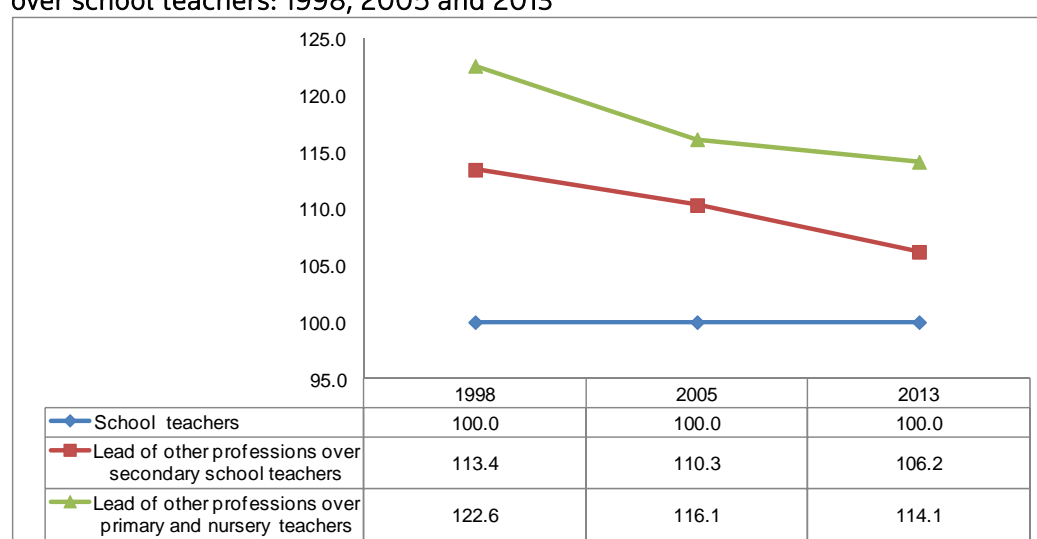
## 6.10 Gross earnings of comparator graduate professions relative to school teachers

Looking at gross earnings, the differentials between teachers' and the selected unweighted basket of graduate professions' earnings from ASHE has also narrowed over the period 1998 to 2013. Graph 8 below shows that median gross earnings for the 10 selected graduate professions in ASHE were 13.4 per cent ahead of median earnings for secondary school teachers in 1998, and 22.6 per cent ahead of median earnings for primary and nursery education teachers.

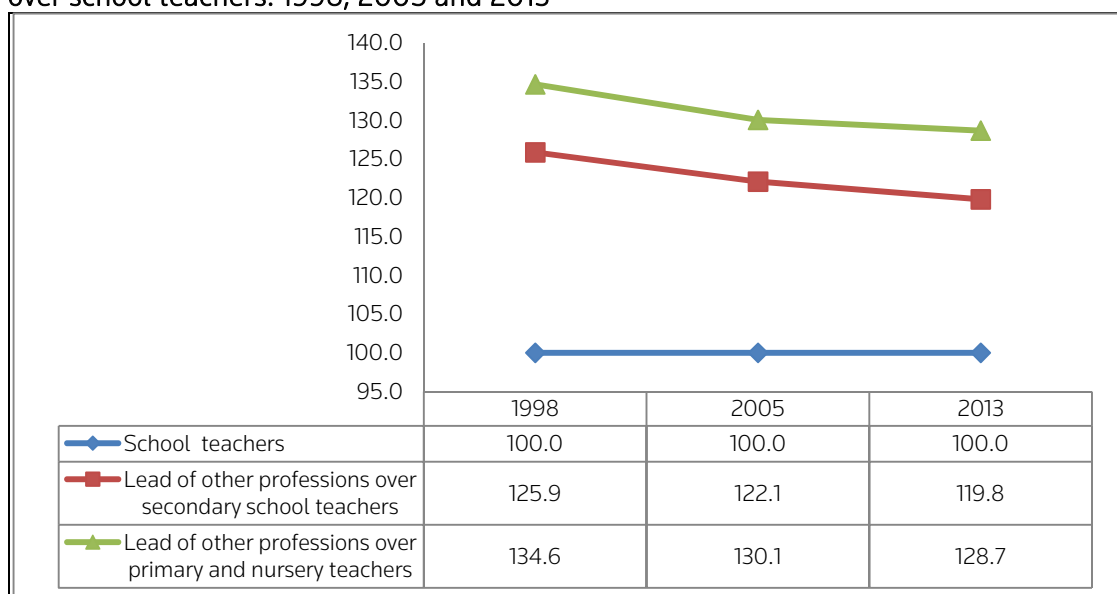
By 2005, the median earnings lead of comparator graduate professionals over secondary school teachers had fallen slightly to 10.3 per cent, and reduced further again by 2013 to show a 6.2 per cent lead.

The median earnings differential between the unweighted basket of graduate professions and nursery education teachers also declined over the period. By 2005, the median gross earnings lead of comparator graduate professions over primary and nursery school teachers had fallen to 16.1 per cent (from 22.6 per cent in 1998), and reduced further by 2013 to 14.1 per cent.

Graph 8: Indexed median gross earnings' lead of all-comparator graduate professions over school teachers: 1998, 2005 and 2013



**Graph 9: Indexed average gross earnings' lead of all-comparator graduate professions over school teachers: 1998, 2005 and 2013**



Similar to the findings on basic pay, the gross earnings lead of other graduate professions over teachers is greater on the average measure than for median earnings. While the earnings differential between all-comparator and teachers' earnings has narrowed between 1998 and 2013, the earnings lead of all comparator graduate professions remains significant. In 2013, the average gross earnings of other graduate professions are 19.8 per cent ahead of average gross earnings for secondary school teachers and 28.7 per cent ahead of average earnings for primary school teachers.



### 6.11 Occupational findings on gross pay in detail

Below we summarise the main findings from the indexation analysis set out in sections 6.12 and 6.17 and Tables 44 to 67 overleaf.

- Table 39: Taking occupations within the ASHE group Science, Research, Engineering and Technology professionals, physical scientists' gross earnings were most likely to be ahead of those of secondary school teachers at the median. Gross earnings for biological scientists and biochemists were ahead of earnings for secondary school teachers in 2013, by some 3.1 per cent, although in previous years they have lagged behind earnings for teachers.
- Table 40: Median gross earnings for primary and nursery education teachers were more than 10 per cent behind those for biological scientists and physical scientists in 2013. This is similar to the findings for basic pay.
- Table 41: In 2013, average gross earnings for biological scientists and physical scientists were around 9 per cent ahead of those for secondary education teachers. In 1998 and 2005, gross earnings for chemical scientists were 18.7 and 6 per cent ahead of earnings for secondary school teachers respectively. However, by 2013, earnings for teachers have moved ahead of those for chemical scientists by around 2 per cent.
- Table 42: Across all scientific roles, average gross earnings were ahead of those for primary and nursery school teachers – by 49.5 per cent in the case of physical scientists in 2013. Again, this is similar to the pattern presented for basic earnings for these occupational groups.
- Table 43: Median gross earnings for engineering professionals were ahead of secondary education teachers in two of the three years under review; by 6.6 per cent in 1998 and 5.8 per cent in 2013.
- Table 44: Gross earnings for engineering professionals were ahead of those for primary and nursery education teachers in each of the three years under review.

- Table 45 and Table 46: Engineering professionals were ahead of both secondary and primary school teachers in respect of their average gross earnings in each of the three years under review.
- Table 47 and Table 48: Median gross earnings for health professionals were significantly ahead of earnings for both secondary and primary school teachers in each of the three years under review. In 2013, earnings for health professionals were 28 per cent ahead of earnings for secondary school teachers and by around 38 per cent for primary and nursery education teachers. Earnings for pharmacists were also ahead of those for teachers in secondary and primary education in each of the years under review.
- Table 49 and Table 50: Taking average gross weekly earnings, the lead of health professionals over secondary and primary and nursery education teachers ranged between 58 and 95 per cent. In the case of pharmacists, the average earnings lead of this group was between 8 and 21 per cent.
- Table 51 and Table 52: Legal professionals received median gross earnings that were between 19 and 42 per cent ahead of those for secondary and primary and nursery teachers.
- Table 53 and Table 54: Legal professionals received average gross earnings that were between 45 and 58 per cent ahead of those for school teachers.
- Table 55: Occupations within the Business, Research and Administrative professionals group were consistently ahead on both median and average gross earnings, compared with school teachers. In 2013, accountancy professionals and management consultants/business analysts had median salary leads of around 3 and 6 per cent respectively over secondary school teachers.
- Table 56: Looking at primary and nursery education teachers, the median gross earnings leads of accountants and management consultants/business analysts were 11 to 14 per cent in 2013.
- Table 57 and Table 58: The average earnings lead of gross pay for accountants over secondary and primary and nursery education teachers were around 10 and 18 per cent in 2013. The earnings lead for management consultants/business analysts were even greater, with earnings ahead by 17 and 25 per cent over those for secondary and primary and nursery education teachers respectively in 2013.

- Table 59: In all three years of analysis, the ASHE data shows that median gross earnings for chartered surveyors lagged behind those of secondary education teachers, by between 2 and 7 per cent.
- Table 60: The pattern is slightly different when comparing the median gross earnings of surveyors with those of primary and nursery education teachers. Surveyors had a median earnings lead of just over 6 per cent in 1998, which fell to 1 per cent below earnings for primary and nursery teachers in 2005, and in 2013, earnings for surveyors and primary school teachers were at the same level.
- Table 61 and Table 62: In the case of average gross earnings, chartered surveyors had an earnings lead over school teachers in all three review years. The earnings lead over secondary school teachers ranged between 2 and 5 per cent, while for primary and nursery education teachers, the earnings lead was greater at between 9 and 13 per cent.

## 6.12 Science, Research, Engineering and Technology professionals

### 6.12.1 Indexed differentials of median gross earnings, 1998, 2005 and 2013

Table 39 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chemical scientists	100.4	93.3	90.2
Biological scientists and biochemists	98.3	90.6	103.1
Physical scientists	108.4	101.5	106.7

Table 40 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chemical scientists	108.5	98.2	96.9
Biological scientists and biochemists	106.2	95.3	110.8
Physical scientists	117.1	106.9	114.6

### 6.12.2 Indexed differentials of average gross earnings, 1998, 2005 and 2013

Table 41 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chemical scientists	118.7	106.0	97.9
Biological scientists and biochemists	110.9	102.4	108.9
Physical scientists	134.7	116.1	139.2

Table 42 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chemical scientists	126.9	112.9	105.2
Biological scientists and biochemists	118.6	109.1	116.9
Physical scientists	144.1	123.7	149.5

## 6.13 Engineering professionals

### 6.13.1 Indexed differentials of median gross earnings, 1998, 2005 and 2013

Table 43 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Engineering professionals	106.6	97.5	105.8

Table 44 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Engineering professionals	115.2	102.7	113.7

### 6.13.2 Indexed differentials of average gross earnings, 1998, 2005 and 2013

Table 45 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Engineering professionals	114.0	101.6	110.6

Table 46 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Engineering professionals	121.9	108.2	118.8

## 6.14 Health professionals

### 6.14.1 Indexed differentials of median gross earnings, 1998, 2005 and 2013

Table 47 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Health professionals	150.5	162.5	128.1
Pharmacists	108.0	111.8	106.8

Table 48 Comparison with nursery and education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Health professionals	162.7	171.0	137.7
Pharmacists	116.7	117.7	114.8

### 6.14.2 Indexed differentials of average gross earnings, 1998, 2005 and 2013

Table 49 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Health professionals	169.7	182.9	158.4
Pharmacists	113.3	110.4	108.2

Table 50 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Health professionals	181.5	194.8	170.1
Pharmacists	121.2	117.6	116.2

## 6.15 Legal professionals

### 6.15.1 Indexed differentials of median gross earnings, 1998, 2005 and 2013

Table 51 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Legal professionals	131.1	123.7	119.3

Table 52 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Legal professionals	141.7	130.2	128.3

### 6.15.2 Indexed differentials of average gross earnings, 1998, 2005 and 2013

Table 53 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Legal professionals	147.8	144.5	146.5

Table 54 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Legal professionals	158.1	153.9	157.3

## 6.16 Business, Research and Administrative professionals

### 6.16.1 Indexed differentials of median gross earnings, 1998, 2005 and 2013

Table 55 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	110.1	108.1	103.0
Management consultants and business analysts	123.0	118.0	105.9

Table 56 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	119.0	113.8	110.7
Management consultants and business analysts	133.0	124.2	113.8

### 6.16.2 Indexed differentials of average gross earnings, 1998, 2005 and 2013

Table 57 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	118.6	115.0	109.7
Management consultants and business analysts	-	137.9	116.8

Table 58 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered and certified accountants	126.9	122.5	117.9
Management consultants and business analysts	-	146.9	125.4



## 6.17 Architects, Town Planners and Surveyors

### 6.17.1 Indexed differentials of median gross earnings, 1998, 2005 and 2013

Table 59 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered surveyors	98.0	96.0	93.0

Table 60 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered surveyors	105.9	101.1	100.0

### 6.17.2 Indexed differentials of average gross earnings, 1998, 2005 and 2013

Table 61 Comparison with secondary education teachers

	1998	2005	2013
<i>Secondary education teachers</i>	100.0	100.0	100.0
Chartered surveyors	105.2	104.0	101.8

Table 62 Comparison with primary and nursery education teachers

	1998	2005	2013
<i>Primary and nursery education teachers</i>	100.0	100.0	100.0
Chartered surveyors	112.5	110.8	109.3

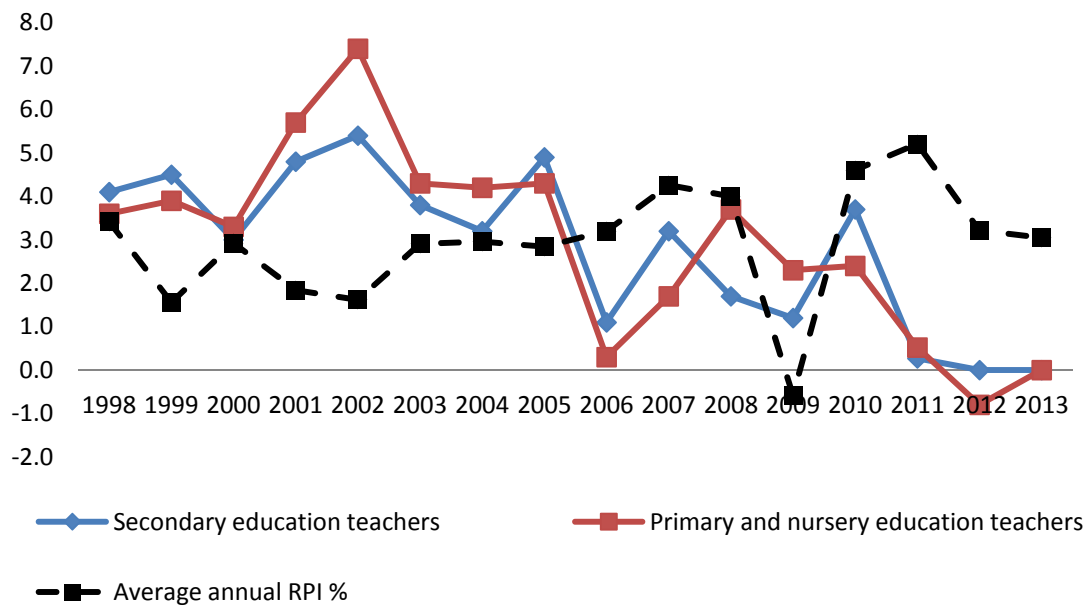
## **7 ASHE earnings growth and RPI inflation**

In this section we examine the annual percentage change in median and average basic earnings for teachers and the comparator graduate occupations tracked against average RPI inflation over a 12-month period.

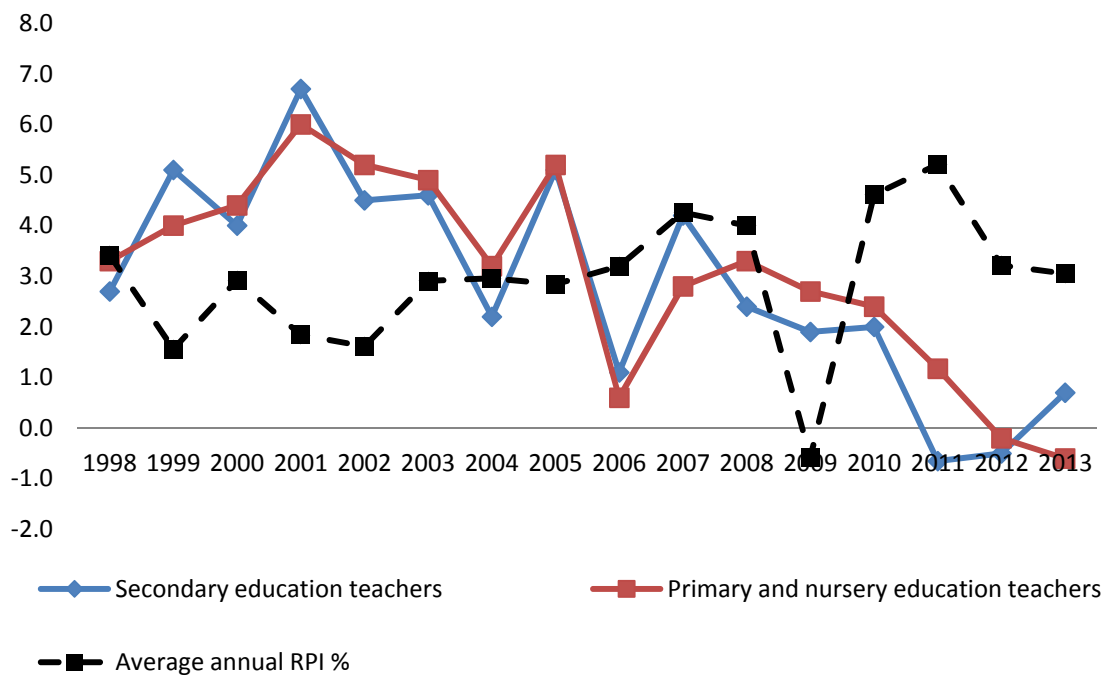
As can be seen from Graphs 10 and 25 in the period up to and including 2005, growth in median basic earnings for both secondary school teachers and primary and nursery education teachers outstripped the rise in the RPI. A similar trend can be observed for teachers' average earnings. After 2005, increases in both median and average earnings have been below RPI, with the exception of 2009 when RPI increases dropped below zero. In the most recent years, 2011, 2012 and 2013, the value of median and average earnings has been eroded in real terms. In the year to April 2013, median earnings increases for both secondary teachers and primary and nursery teachers were at zero per cent, while the RPI increase was 3.1 per cent.

Across comparator occupations, trends in earnings growth against RPI have been broadly similar. As a rule, most occupations experienced above-inflation wage growth up to 2005, growth slightly below RPI between 2006 and 2008 and earnings increases significantly below inflation in the 2010-13 period. Details are set out in Graphs 10 to 25.

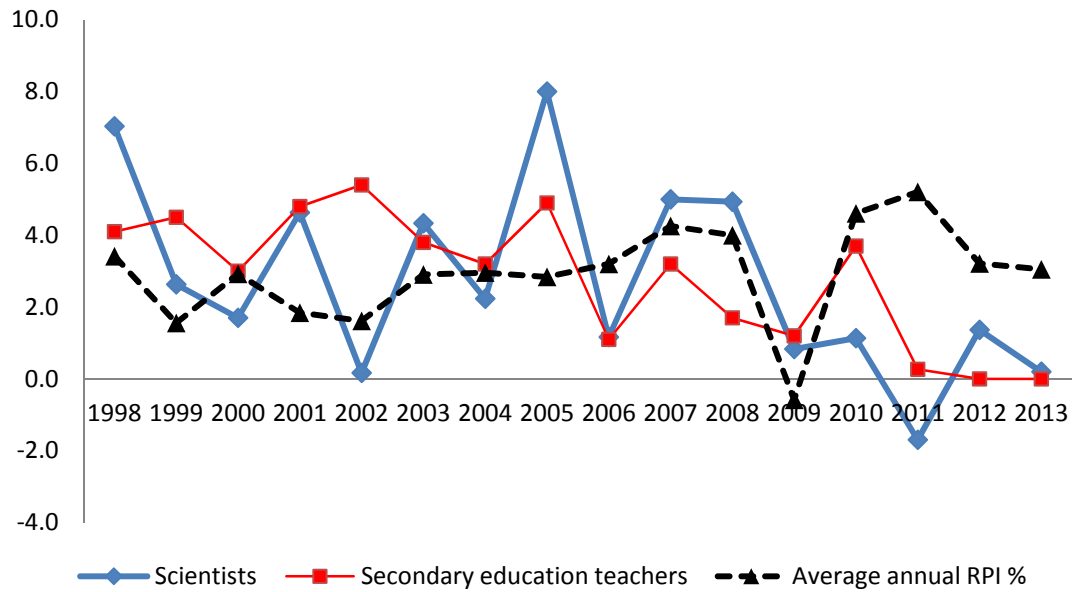
Graph 10: Percentage change in median earnings for teachers against RPI 1998-2013



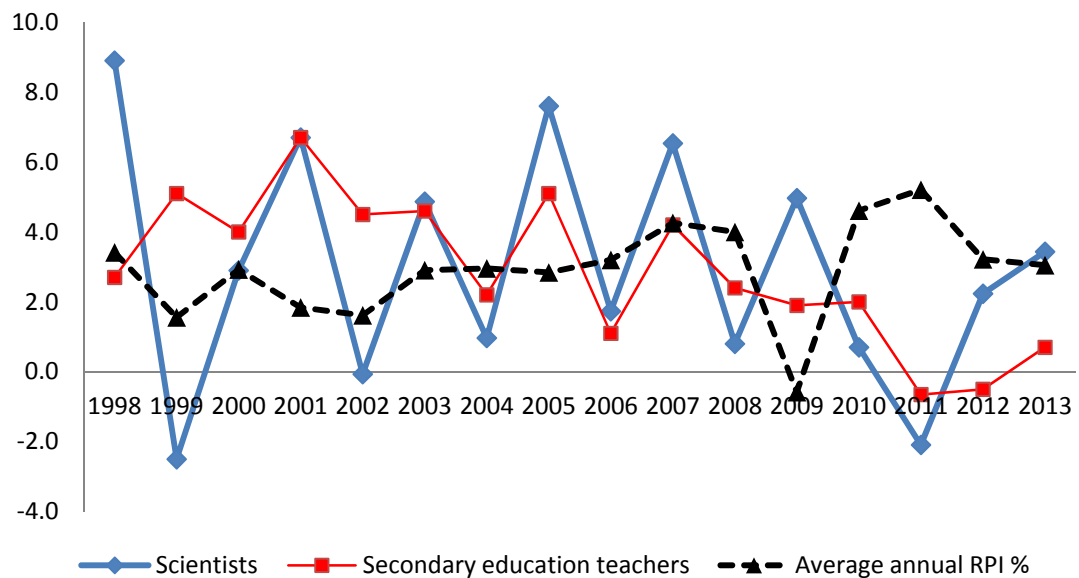
Graph 11: Percentage change in average earnings for teachers against RPI 1998-2013



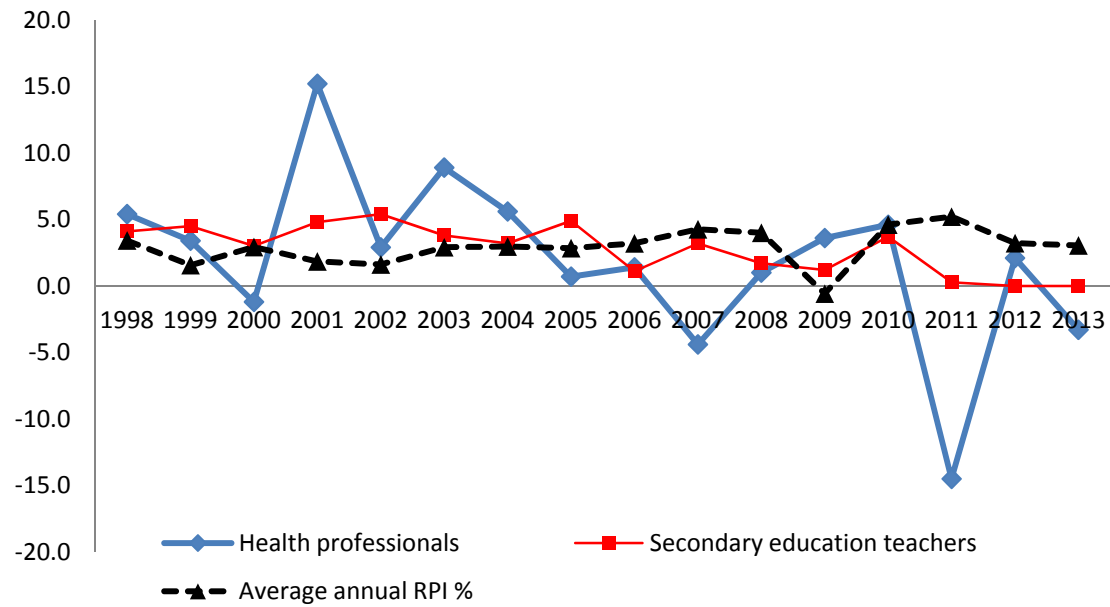
Graph 12: Percentage change in median earnings for scientists and teachers against RPI 1998-2013



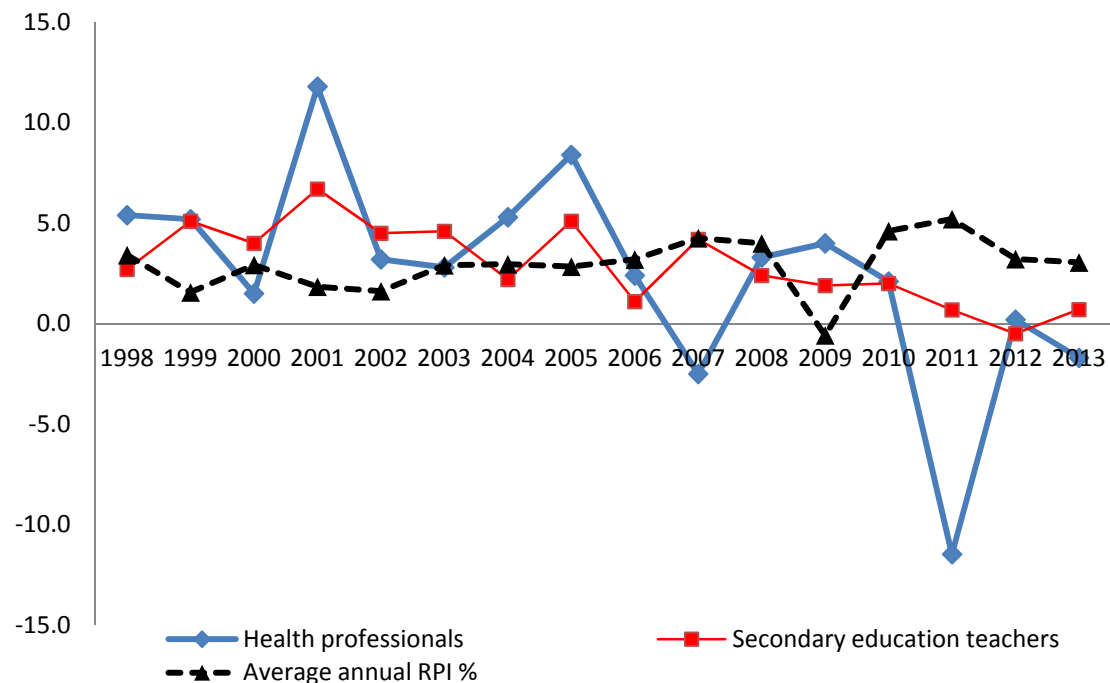
Graph 13: Percentage change in average earnings for scientists and teachers against RPI 1998-2013



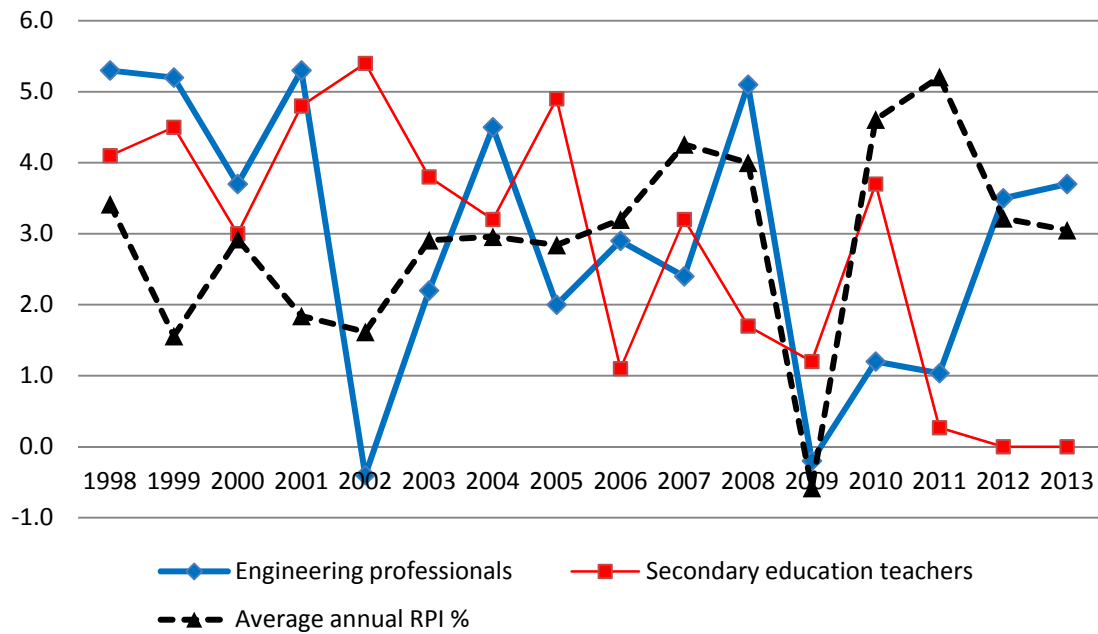
Graph 14: Percentage change in median earnings for health professionals and teachers against RPI 1998-2013



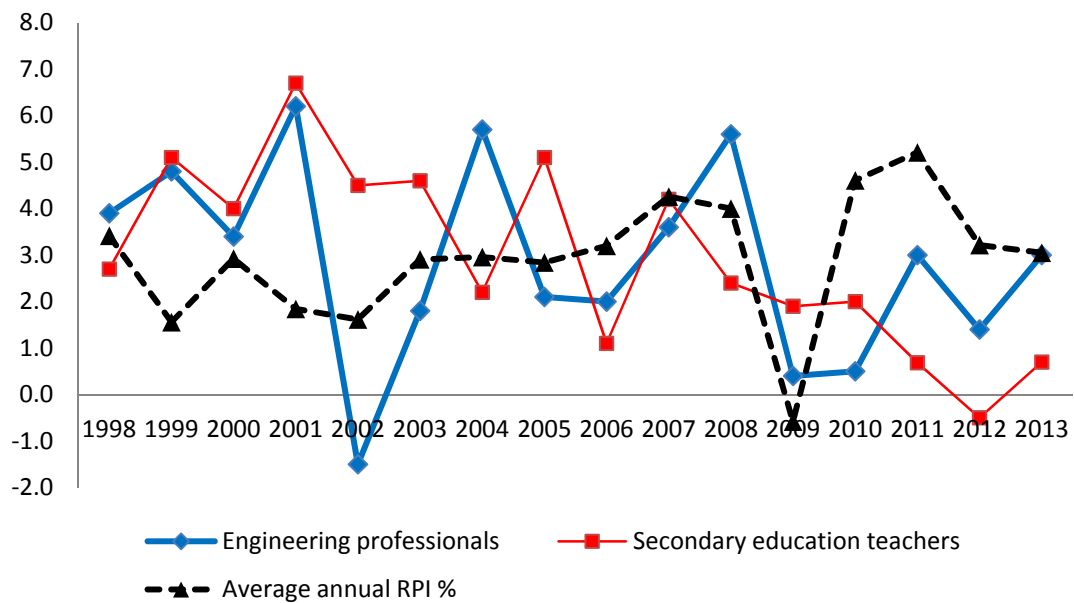
Graph 15: Percentage change in average earnings for scientists and teachers against RPI 1998-2013



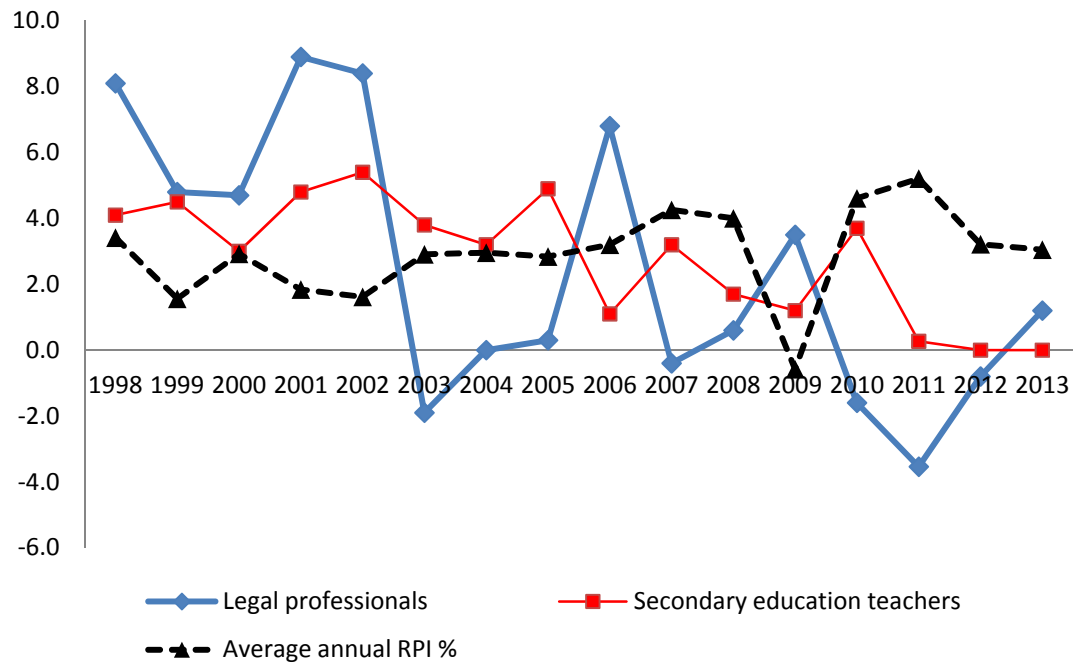
Graph 16: Percentage change in median in earnings for engineers and teachers against RPI 1998-2013



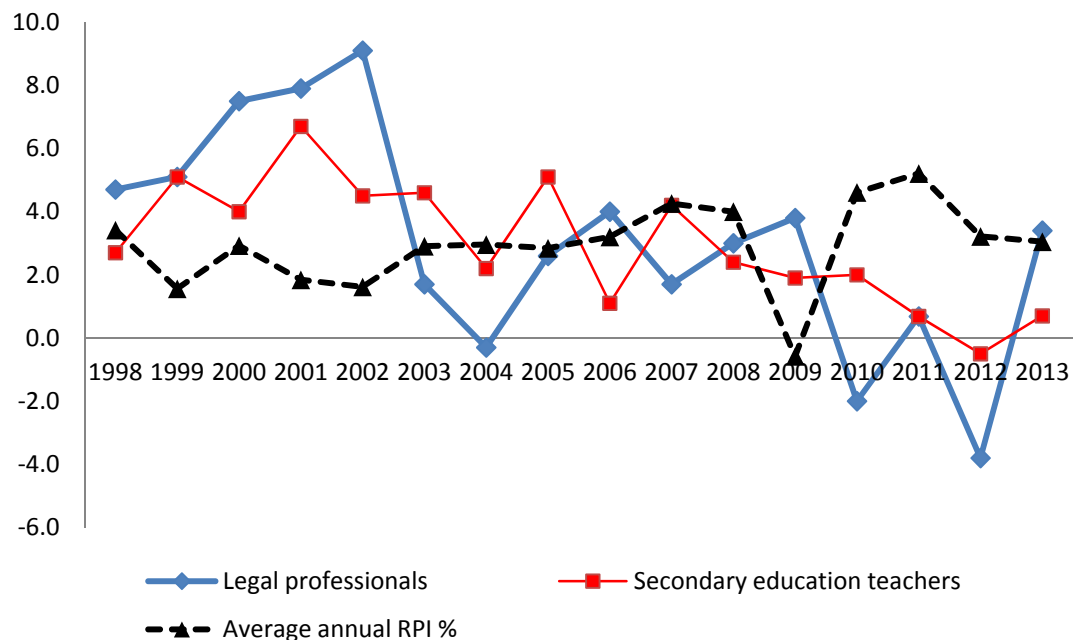
Graph 17: Percentage change in average earnings for engineers and teachers against RPI 1998-2013



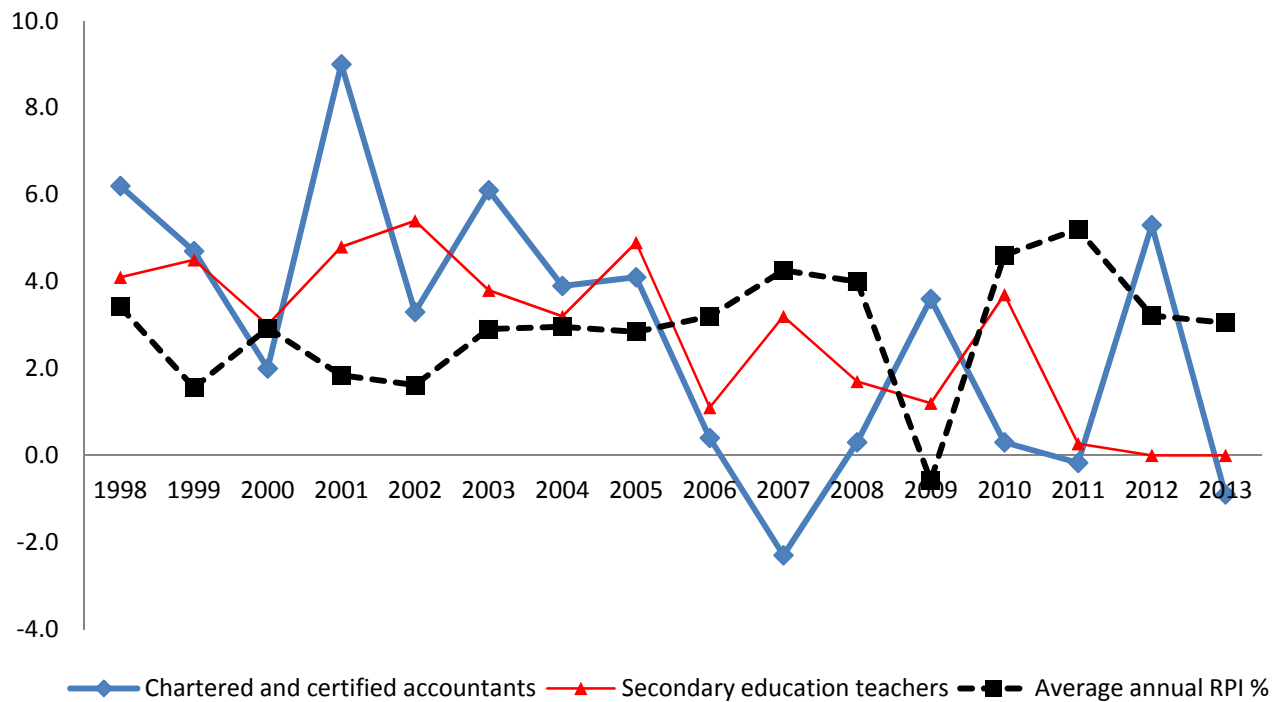
Graph 18: Percentage change in median earnings for legal professionals and teachers against RPI 1998-2013



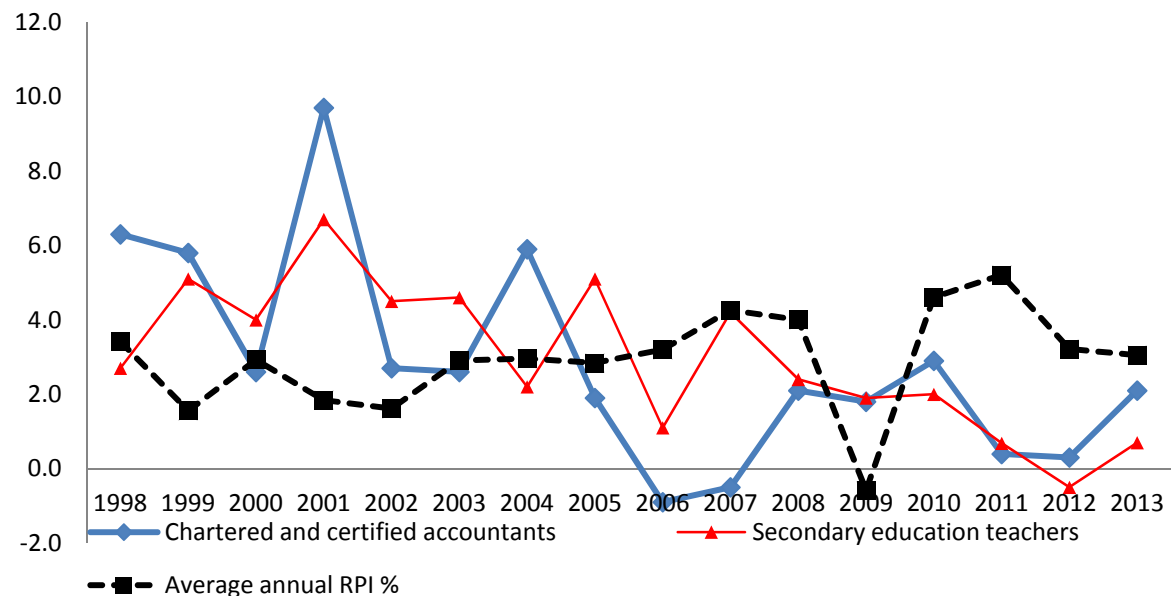
Graph 19: Percentage change in average earnings for legal professionals and teachers against RPI 1998-2013



Graph 20: Percentage change in median earnings for chartered accountants and teachers against RPI 1998-2013

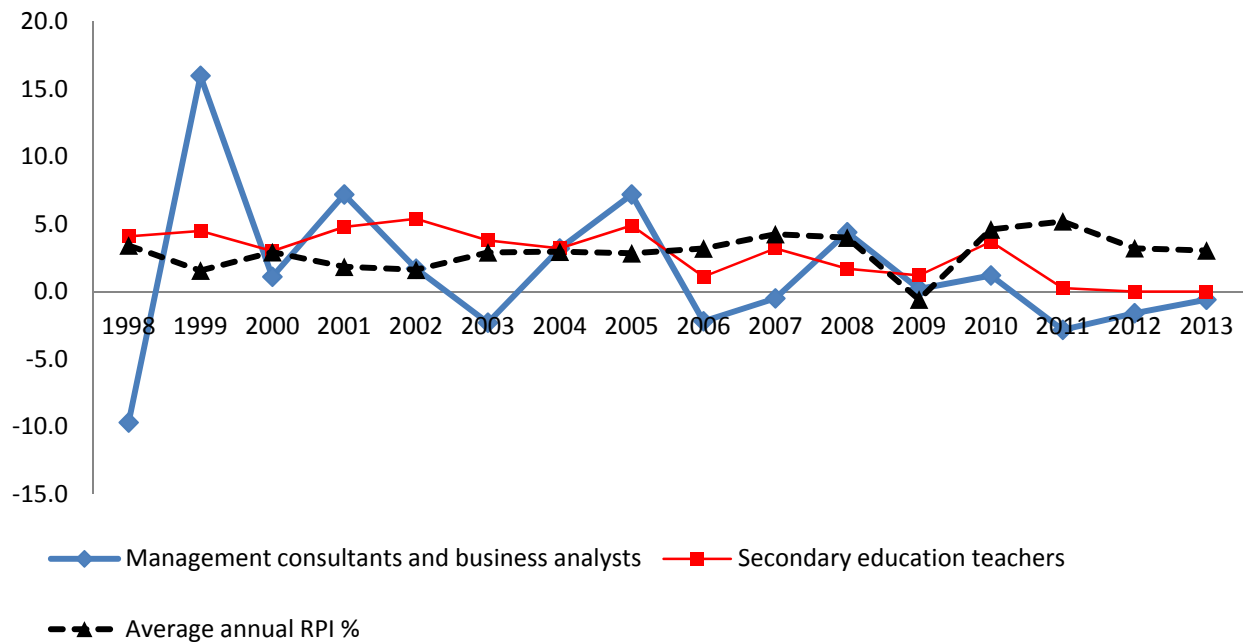


Graph 21: Percentage change in average earnings for chartered accountants and teachers against RPI 1998-2013

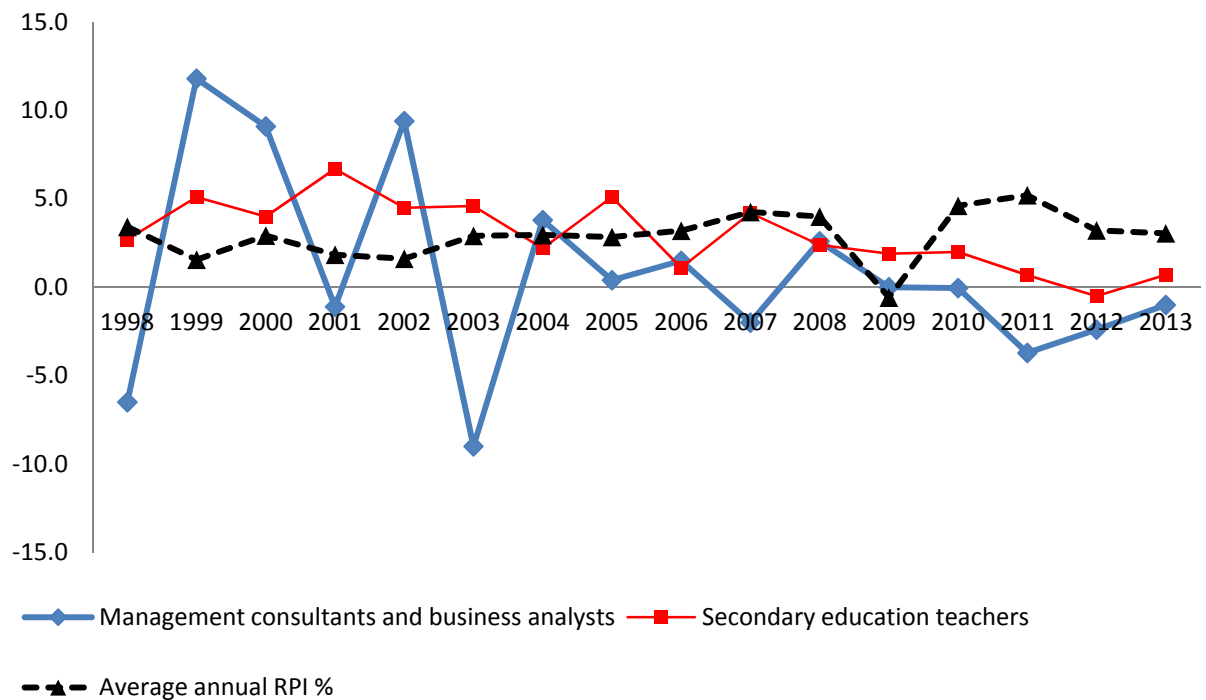




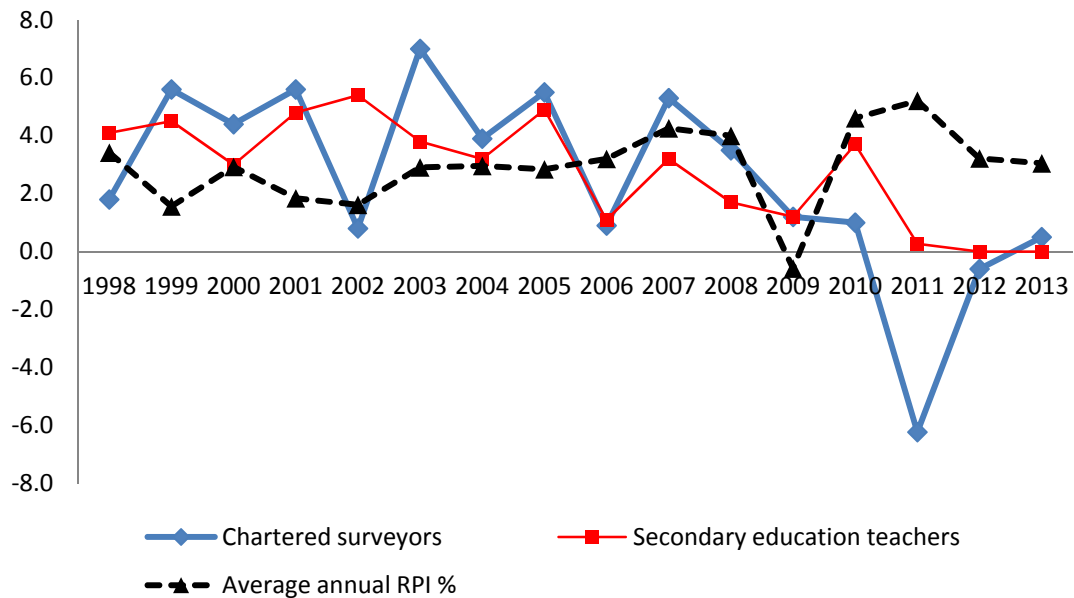
Graph 22: Percentage change in median earnings for management consultants and business analysts and secondary education teachers against RPI 1998-2013



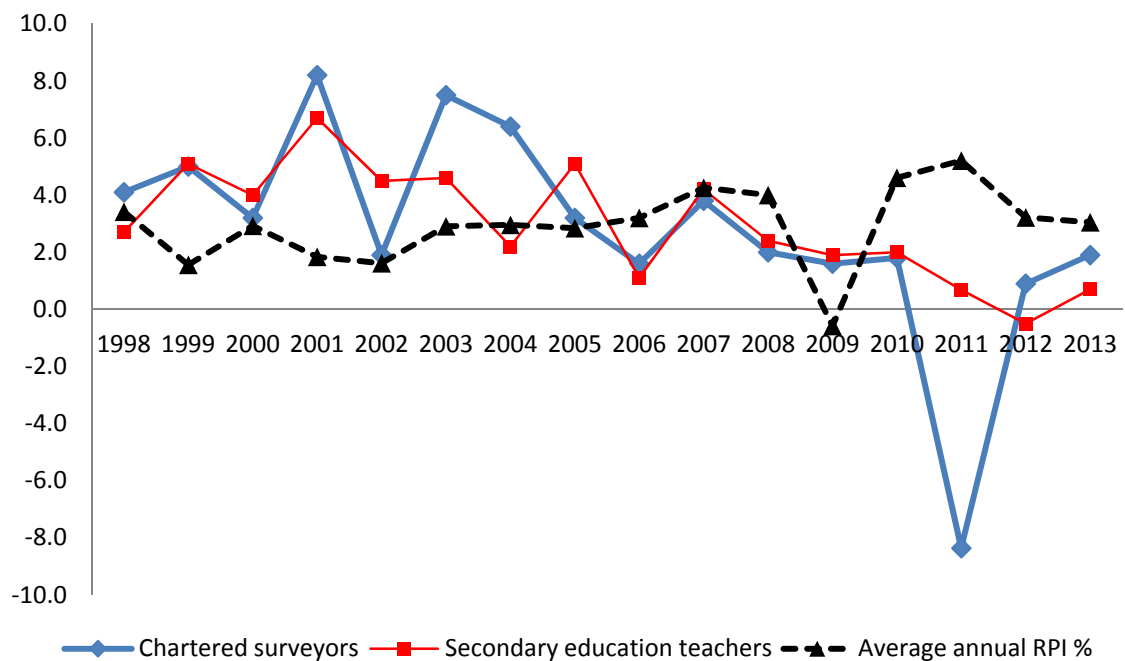
Graph 23: Percentage change in average earnings for management consultants and business analysts and secondary education teachers against RPI 1998-2013



Graph 24: Percentage change in median earnings for chartered surveyors and teachers against RPI 1998-2013



Graph 25: Percentage change in average earnings for chartered surveyors and teachers against RPI 1998-2013



Appendix 1: Indexed median basic weekly earnings 1998-2013

A Science, Research, Engineering and Technology professionals

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
1998 (Base year)	100.0	100.0	100.0	100.0	100.0
1999	101.7	99.3	106.9	104.5	103.9
2000	102.2	100.3	110.7	107.7	107.4
2001	104.0	106.0	117.9	112.8	113.5
2002	108.4	106.4	113.1	118.9	121.9
2003	112.1	113.4	116.6	123.4	127.1
2004	113.4	118.0	118.2	127.3	132.4
2005	125.3	125.0	127.3	133.6	138.1
2006	119.8	126.8	135.3	135.0	138.5
2007	131.4	131.6	137.3	139.3	140.8
2008	136.4	136.6	147.2	141.7	146.1
2009	131.3	142.0	150.7	143.4	149.4
2010	129.3	146.8	153.3	148.7	153.0
2011	128.7	146.8	146.0	149.1	153.8
2012	130.7	157.6	145.4	148.1	149.3
2013	135.8	149.0	148.7	148.1	149.3

**B Engineering professionals**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	105.2	104.5	103.9
2000	109.1	107.7	107.4
2001	114.8	112.8	113.5
2002	114.4	118.9	121.9
2003	116.8	123.4	127.1
2004	122.1	127.3	132.4
2005	124.5	133.6	138.1
2006	128.1	135.0	138.5
2007	131.2	139.3	140.8
2008	137.9	141.7	146.1
2009	137.6	143.4	149.4
2010	139.3	148.7	153.0
2011	140.7	149.1	153.8
2012	145.2	148.1	149.3
2013	150.6	148.1	149.3

**C Health professionals**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	103.4	104.7	104.5	103.9
2000	102.1	113.2	107.7	107.4
2001	117.7	118.7	112.8	113.5
2002	121.1	121.8	118.9	121.9
2003	131.9	127.4	123.4	127.1
2004	139.3	130.7	127.3	132.4
2005	140.2	138.6	133.6	138.1
2006	142.1	135.5	135.0	138.5
2007	135.8	132.9	139.3	140.8
2008	137.2	137.0	141.7	146.1
2009	142.2	149.8	143.4	149.4
2010	148.7	144.7	148.7	153.0
2011	127.1	147.6	149.1	153.8
2012	130.3	147.4	148.1	149.3
2013	126.1	148.8	148.1	149.3

**D Legal professionals**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	104.8	104.5	103.9
2000	109.7	107.7	107.4
2001	119.5	112.8	113.5
2002	129.5	118.9	121.9
2003	127.0	123.4	127.1
2004	127.0	127.3	132.4
2005	127.4	133.6	138.1
2006	136.0	135.0	138.5
2007	135.5	139.3	140.8
2008	136.3	141.7	146.1
2009	141.1	143.4	149.4
2010	138.8	148.7	153.0
2011	133.9	149.1	153.8
2012	134.7	148.1	149.3
2013	136.3	148.1	149.3

**E Business, Research and Administrative professionals**

	Chartered and certified accountants	Management consultants and business analysts	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	104.7	116.0	104.5	103.9
2000	106.8	117.2	107.7	107.4
2001	116.4	125.7	112.8	113.5
2002	120.3	127.8	118.9	121.9
2003	127.6	124.9	123.4	127.1
2004	132.6	128.8	127.3	132.4
2005	138.0	138.2	133.6	138.1
2006	138.4	135.2	135.0	138.5
2007	135.3	134.5	139.3	140.8
2008	135.7	140.4	141.7	146.1
2009	140.6	140.7	143.4	149.4
2010	140.9	142.4	148.7	153.0
2011	140.7	138.3	149.1	153.8
2012	147.1	136.5	148.1	149.3
2013	145.8	135.6	148.1	149.3

**F Chartered surveyors**

	<b>Chartered surveyors</b>	<b>Secondary education teachers</b>	<b>Primary and nursery education teachers</b>
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	105.6	104.5	103.9
2000	110.3	107.7	107.4
2001	116.4	112.8	113.5
2002	117.4	118.9	121.9
2003	125.6	123.4	127.1
2004	130.4	127.3	132.4
2005	137.6	133.6	138.1
2006	138.9	135.0	138.5
2007	146.3	139.3	140.8
2008	151.4	141.7	146.1
2009	153.3	143.4	149.4
2010	154.8	148.7	153.0
2011	145.1	149.1	153.8
2012	143.6	148.1	149.3
2013	144.3	148.1	149.3



Appendix 2: Indexed average basic weekly earnings 1998-2013

A Science, Research, Engineering and Technology Professionals

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	97.4	100.1	95.0	105.1	104.0
2000	98.1	100.7	102.0	109.3	108.6
2001	99.3	107.4	114.5	116.6	115.1
2002	105.6	106.1	108.4	121.8	121.0
2003	107.5	113.0	115.3	127.4	126.9
2004	108.6	117.9	112.4	130.2	131.0
2005	118.8	128.4	117.4	136.9	137.9
2006	122.6	129.3	118.9	138.4	138.7
2007	133.5	135.4	126.0	144.2	142.6
2008	131.5	137.0	129.4	147.7	147.3
2009	134.9	142.4	140.2	150.4	151.3
2010	131.0	144.9	144.6	153.4	154.9
2011	122.0	147.4	142.9	152.4	156.7
2012	121.4	155.1	148.7	149.2	150.6
2013	130.0	149.4	158.8	150.2	149.6

**B Engineering Professionals**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	104.8	105.1	104.0
2000	108.4	109.3	108.6
2001	115.1	116.6	115.1
2002	113.3	121.8	121.0
2003	115.3	127.4	126.9
2004	121.9	130.2	131.0
2005	124.6	136.9	137.9
2006	127.0	138.4	138.7
2007	131.6	144.2	142.6
2008	138.9	147.7	147.3
2009	139.6	150.4	151.3
2010	140.2	153.4	154.9
2011	144.4	152.4	156.7
2012	146.9	149.2	150.6
2013	151.3	150.2	149.6

**C Health Professionals**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	105.2	100.9	105.1	104.0
2000	106.7	108.6	109.3	108.6
2001	119.2	119.4	116.6	115.1
2002	123.0	120.6	121.8	121.0
2003	126.5	124.0	127.4	126.9
2004	133.3	123.4	130.2	131.0
2005	144.4	133.6	136.9	137.9
2006	147.9	132.1	138.4	138.7
2007	144.2	124.3	144.2	142.6
2008	148.9	130.4	147.7	147.3
2009	154.8	151.8	150.4	151.3
2010	158.0	149.1	153.4	154.9
2011	139.9	142.7	152.4	156.7
2012	140.8	145.5	149.2	150.6
2013	138.4	143.7	150.2	149.6

**D Legal professionals**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	105.1	105.1	104.0
2000	113.0	109.3	108.6
2001	121.9	116.6	115.1
2002	132.9	121.8	121.0
2003	135.1	127.4	126.9
2004	134.7	130.2	131.0
2005	138.2	136.9	137.9
2006	143.8	138.4	138.7
2007	146.2	144.2	142.6
2008	150.6	147.7	147.3
2009	156.3	150.4	151.3
2010	153.3	153.4	154.9
2011	154.3	152.4	156.7
2012	149.3	149.2	150.6
2013	154.4	150.2	149.6

**E Business, Research and Administrative professionals**

	Chartered and certified accountants	Management consultants and business analysts	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	105.8	111.8	105.1	104.0
2000	108.6	121.9	109.3	108.6
2001	119.1	120.5	116.6	115.1
2002	122.3	131.9	121.8	121.0
2003	125.5	120.0	127.4	126.9
2004	133.0	124.5	130.2	131.0
2005	135.5	125.1	136.9	137.9
2006	134.4	126.9	138.4	138.7
2007	133.6	124.4	144.2	142.6
2008	136.4	127.6	147.7	147.3
2009	138.9	127.2	150.4	151.3
2010	142.9	127.2	153.4	154.9
2011	143.4	122.4	152.4	156.7
2012	142.8	119.2	149.2	150.6
2013	145.7	118.0	150.2	149.6

**F Chartered Surveyors**

	<b>Chartered surveyors</b>	<b>Secondary education teachers</b>	<b>Primary and nursery education teachers</b>
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	105.0	105.1	104.0
2000	108.3	109.3	108.6
2001	117.2	116.6	115.1
2002	119.3	121.8	121.0
2003	128.3	127.4	126.9
2004	136.5	130.2	131.0
2005	140.9	136.9	137.9
2006	143.1	138.4	138.7
2007	148.6	144.2	142.6
2008	151.6	147.7	147.3
2009	154.0	150.4	151.3
2010	156.8	153.4	154.9
2011	143.7	152.4	156.7
2012	144.7	149.2	150.6
2013	147.5	150.2	149.6

Appendix 3: Median basic weekly earnings (ASHE)

A Science, Research, Engineering and Technology professionals (£pw)

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
1998	462.5	460.1	502.6	475.5	438.9
1999	470.3	456.9	537.5	497.0	456.2
2000	472.9	461.6	556.5	512.1	471.2
2001	481.0	487.8	592.5	536.5	498.0
2002	501.3	489.7	568.4	565.3	534.8
2003	518.3	521.6	585.9	586.7	557.9
2004	524.7	543.0	594.1	605.4	581.1
2005	579.3	574.9	640.0	635.1	606.2
2006	554.3	583.3	680.0	642.0	607.8
2007	607.9	605.7	690.2	662.5	618.1
2008	631.0	628.6	740.0	673.9	641.2
2009	607.4	653.4	757.3	682.0	655.6
2010	597.8	675.2	770.3	707.1	671.7
2011	595.3	675.5	734.0	709.0	675.2
2012	604.7	725.1	730.9	704.4	655.4
2013	628.3	685.4	747.2	704.4	655.4

CV > 10% and <= 20%

CV > 5% and <= 10%

**B Engineering professionals (£pw)**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
1998	464.7	475.5	438.9
1999	489.0	497.0	456.2
2000	506.9	512.1	471.2
2001	533.6	536.5	498.0
2002	531.4	565.3	534.8
2003	543.0	586.7	557.9
2004	567.4	605.4	581.1
2005	578.5	635.1	606.2
2006	595.3	642.0	607.8
2007	609.6	662.5	618.1
2008	640.6	673.9	641.2
2009	639.6	682.0	655.6
2010	647.2	707.1	671.7
2011	653.9	709.0	675.2
2012	674.9	704.4	655.4
2013	700.0	704.4	655.4



**C Health professionals (£pw)**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
1998	671.9	504.7	475.5	438.9
1999	694.7	528.4	497.0	456.2
2000	686.2	571.3	512.1	471.2
2001	790.6	599.3	536.5	498.0
2002	813.6	614.8	565.3	534.8
2003	886.2	642.8	586.7	557.9
2004	935.8	659.8	605.4	581.1
2005	941.9	699.6	635.1	606.2
2006	954.6	684.0	642.0	607.8
2007	912.3	670.7	662.5	618.1
2008	921.6	691.4	673.9	641.2
2009	955.2	756.1	682.0	655.6
2010	998.8	730.5	707.1	671.7
2011	853.9	744.7	709.0	675.2
2012	875.7	743.7	704.4	655.4
2013	847.0	750.8	704.4	655.4

CV > 5% and <= 10%

**D Legal professionals (£pw)**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
1998	604.6	475.5	438.9
1999	633.4	497.0	456.2
2000	663.4	512.1	471.2
2001	722.4	536.5	498.0
2002	782.9	565.3	534.8
2003	767.8	586.7	557.9
2004	767.8	605.4	581.1
2005	770.1	635.1	606.2
2006	822.4	642.0	607.8
2007	819.1	662.5	618.1
2008	824.1	673.9	641.2
2009	853.0	682.0	655.6
2010	839.2	707.1	671.7
2011	809.5	709.0	675.2
2012	814.5	704.4	655.4
2013	824.1	704.4	655.4

CV > 5% and <= 10%

**E Business, Research and Administrative professionals (£pw)**

	Chartered and certified accountants	Management consultants and business analysts	Secondary education teachers	Primary and nursery education teachers
1998	494.5	538.0	475.5	438.9
1999	517.9	624.1	497.0	456.2
2000	528.3	630.8	512.1	471.2
2001	575.8	676.2	536.5	498.0
2002	595.0	687.5	565.3	534.8
2003	631.1	671.8	586.7	557.9
2004	655.6	693.2	605.4	581.1
2005	682.2	743.4	635.1	606.2
2006	684.6	727.3	642.0	607.8
2007	668.9	723.8	662.5	618.1
2008	670.8	755.6	673.9	641.2
2009	695.1	757.0	682.0	655.6
2010	696.9	766.0	707.1	671.7
2011	695.7	744.3	709.0	675.2
2012	727.6	734.2	704.4	655.4
2013	720.9	729.6	704.4	655.4

CV > 5% and <= 10%

**F Chartered surveyors (£pw)**

	<b>Chartered surveyors</b>	<b>Secondary education teachers</b>	<b>Primary and nursery education teachers</b>
1998	441.5	475.5	438.9
1999	466.3	497.0	456.2
2000	486.8	512.1	471.2
2001	514.0	536.5	498.0
2002	518.2	565.3	534.8
2003	554.4	586.7	557.9
2004	575.8	605.4	581.1
2005	607.6	635.1	606.2
2006	613.3	642.0	607.8
2007	645.7	662.5	618.1
2008	668.3	673.9	641.2
2009	676.6	682.0	655.6
2010	683.4	707.1	671.7
2011	640.8	709.0	675.2
2012	633.8	704.4	655.4
2013	637.0	704.4	655.4

Appendix 4: Average basic weekly earnings (ASHE)

A Science, Research, Engineering and Technology professionals (£pw)

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
1998	529.5	501.0	615.5	470.8	440.1
1999	515.5	501.4	585.0	495.0	457.5
2000	519.5	504.5	627.8	514.6	477.8
2001	525.8	538.1	704.5	549.0	506.5
2002	559.0	531.6	667.1	573.6	532.6
2003	569.1	565.9	709.4	599.9	558.5
2004	574.8	590.8	691.8	613.2	576.4
2005	629.2	643.5	722.5	644.4	606.7
2006	649.2	647.9	731.7	651.6	610.2
2007	706.8	678.3	775.7	678.9	627.4
2008	696.2	686.4	796.4	695.3	648.3
2009	714.2	713.5	862.8	708.2	665.7
2010	693.4	726.1	890.1	722.1	681.8
2011	646.2	738.7	879.4	717.4	689.8
2012	642.7	776.9	915.4	702.3	662.7
2013	688.4	748.6	977.2	707.1	658.5

CV > 5% and <= 10%

**B Engineering professionals (£pw)**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
1998	492.2	470.8	440.1
1999	515.9	495.0	457.5
2000	533.6	514.6	477.8
2001	566.5	549.0	506.5
2002	557.9	573.6	532.6
2003	567.7	599.9	558.5
2004	600.2	613.2	576.4
2005	613.1	644.4	606.7
2006	625.1	651.6	610.2
2007	647.8	678.9	627.4
2008	683.9	695.3	648.3
2009	686.9	708.2	665.7
2010	690.1	722.1	681.8
2011	710.8	717.4	689.8
2012	722.8	702.3	662.7
2013	744.7	707.1	658.5

**C Health professionals (£pw)**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
1998	762.9	521.7	470.8	440.1
1999	802.2	526.5	495.0	457.5
2000	813.9	566.7	514.6	477.8
2001	909.7	623.1	549.0	506.5
2002	938.7	629.4	573.6	532.6
2003	965.3	646.8	599.9	558.5
2004	1016.7	644.0	613.2	576.4
2005	1101.8	697.0	644.4	606.7
2006	1128.0	689.2	651.6	610.2
2007	1099.9	648.3	678.9	627.4
2008	1136.1	680.2	695.3	648.3
2009	1181.0	792.1	708.2	665.7
2010	1205.5	777.8	722.1	681.8
2011	1067.2	744.4	717.4	689.8
2012	1,074.2	759.0	702.3	662.7
2013	1,056.1	749.8	707.1	658.5

**D Legal professionals (£pw)**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
1998	670.4	470.8	440.1
1999	704.3	495.0	457.5
2000	757.4	514.6	477.8
2001	816.9	549.0	506.5
2002	890.8	573.6	532.6
2003	905.8	599.9	558.5
2004	902.7	613.2	576.4
2005	926.5	644.4	606.7
2006	963.9	651.6	610.2
2007	980.1	678.9	627.4
2008	1009.8	695.3	648.3
2009	1048.0	708.2	665.7
2010	1027.5	722.1	681.8
2011	1034.5	717.4	689.8
2012	1,000.7	702.3	662.7
2013	1,035.2	707.1	658.5



**E Business, Research and Administrative Professionals (£pw)**

	Chartered and certified accountants	Management consultants and business analysts	Secondary education teachers	Primary and nursery education teachers
1998	532.8	688.2	470.8	440.1
1999	563.9	769.2	495.0	457.5
2000	578.8	838.8	514.6	477.8
2001	634.7	829.6	549.0	506.5
2002	651.6	907.7	573.6	532.6
2003	668.8	825.9	599.9	558.5
2004	708.5	857.1	613.2	576.4
2005	722.2	860.9	644.4	606.7
2006	716.0	873.5	651.6	610.2
2007	712.0	855.9	678.9	627.4
2008	726.9	878.2	695.3	648.3
2009	739.9	875.5	708.2	665.7
2010	761.2	875.1	722.1	681.8
2011	764.2	842.6	717.4	689.8
2012	760.7	820.0	702.3	662.7
2013	776.3	812.0	707.1	658.5

CV > 5% and <= 10%

**F Chartered Surveyors (£pw)**

	<b>Chartered surveyors</b>	<b>Secondary education teachers</b>	<b>Primary and nursery education teachers</b>
1998	471.3	470.8	440.1
1999	494.7	495.0	457.5
2000	510.3	514.6	477.8
2001	552.2	549.0	506.5
2002	562.4	573.6	532.6
2003	604.8	599.9	558.5
2004	643.2	613.2	576.4
2005	664.1	644.4	606.7
2006	674.5	651.6	610.2
2007	700.4	678.9	627.4
2008	714.7	695.3	648.3
2009	725.8	708.2	665.7
2010	739.1	722.1	681.8
2011	677.3	717.4	689.8
2012	681.9	702.3	662.7
2013	695.0	707.1	658.5

Appendix 5: Indexed median gross weekly earnings 1998-2013

A Science, Research, Engineering and Technology professionals

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	104.3	102.2	107.2	104.8	103.7
2000	110.7	103.7	108.0	107.9	107.4
2001	109.0	109.5	115.0	112.8	113.7
2002	110.1	111.3	115.4	119.0	121.5
2003	114.2	115.1	114.7	125.4	127.8
2004	113.1	121.6	120.4	129.1	132.2
2005	124.7	123.7	125.7	134.2	137.8
2006	120.4	127.6	133.7	135.8	138.8
2007	139.5	134.9	136.0	141.4	140.5
2008	138.8	137.7	147.4	143.2	146.2
2009	130.1	144.3	148.7	144.1	149.3
2010	126.5	149.8	152.5	150.3	153.4
2011	127.7	156.0	149.2	149.3	150.2
2012	128.6	162.0	148.6	148.1	149.0
2013	133.0	155.4	145.8	148.1	149.0

**B Engineering professionals**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	103.8	104.8	103.7
2000	107.4	107.9	107.4
2001	111.5	112.8	113.7
2002	111.5	119.0	121.5
2003	113.1	125.4	127.8
2004	118.9	129.1	132.2
2005	122.8	134.2	137.8
2006	126.2	135.8	138.8
2007	129.7	141.4	140.5
2008	133.8	143.2	146.2
2009	132.6	144.1	149.3
2010	136.0	150.3	153.4
2011	136.3	149.3	150.2
2012	140.5	148.1	149.0
2013	147.0	148.1	149.0

**C Health professionals**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	106.1	103.8	104.8	103.7
2000	108.0	112.2	107.9	107.4
2001	122.2	120.9	112.8	113.7
2002	126.9	124.8	119.0	121.5
2003	135.6	130.7	125.4	127.8
2004	142.5	131.4	129.1	132.2
2005	144.9	139.0	134.2	137.8
2006	145.1	136.2	135.8	138.8
2007	141.1	131.7	141.4	140.5
2008	137.0	142.7	143.2	146.2
2009	145.2	151.6	144.1	149.3
2010	149.3	145.5	150.3	153.4
2011	126.6	148.5	149.3	150.2
2012	130.6	146.1	148.1	149.0
2013	126.1	146.6	148.1	149.0

**D Legal professionals**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	102.5	104.8	103.7
2000	107.8	107.9	107.4
2001	117.4	112.8	113.7
2002	129.2	119.0	121.5
2003	127.2	125.4	127.8
2004	132.4	129.1	132.2
2005	126.6	134.2	137.8
2006	132.8	135.8	138.8
2007	132.6	141.4	140.5
2008	133.7	143.2	146.2
2009	138.3	144.1	149.3
2010	138.3	150.3	153.4
2011	133.8	149.3	150.2
2012	132.2	148.1	149.0
2013	134.9	148.1	149.0

**E Business, Research and Administrative professionals**

	Chartered and certified accountants	Management consultants and business analysts	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	102.3	114.5	104.8	103.7
2000	104.4	116.5	107.9	107.4
2001	113.3	120.7	112.8	113.7
2002	115.5	121.6	119.0	121.5
2003	122.1	117.7	125.4	127.8
2004	126.8	121.2	129.1	132.2
2005	131.8	128.7	134.2	137.8
2006	131.7	125.2	135.8	138.8
2007	128.1	128.1	141.4	140.5
2008	129.9	131.4	143.2	146.2
2009	133.5	132.3	144.1	149.3
2010	135.3	132.1	150.3	153.4
2011	132.9	130.7	149.3	150.2
2012	139.3	128.2	148.1	149.0
2013	138.5	127.5	148.1	149.0

**F Chartered Surveyors**

	Chartered surveyors	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	103.0	104.8	103.7
2000	107.1	107.9	107.4
2001	113.0	112.8	113.7
2002	115.4	119.0	121.5
2003	121.9	125.4	127.8
2004	126.7	129.1	132.2
2005	131.6	134.2	137.8
2006	133.7	135.8	138.8
2007	143.0	141.4	140.5
2008	146.7	143.2	146.2
2009	146.9	144.1	149.3
2010	148.4	150.3	153.4
2011	139.1	149.3	150.2
2012	139.7	148.1	149.0
2013	140.7	148.1	149.0



Appendix 6: Indexed average gross weekly earnings 1998-2013

A Science, Research, Engineering and Technology Professionals

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	97.7	99.3	96.3	105.2	104.0
2000	98.6	99.8	101.9	109.4	108.7
2001	100.4	106.9	113.3	117.6	113.5
2002	106.6	109.3	109.3	122.7	121.7
2003	112.7	116.2	114.7	128.2	127.4
2004	105.7	117.8	115.9	130.7	131.2
2005	122.9	127.1	118.6	137.6	138.2
2006	119.8	127.0	117.9	138.9	139.1
2007	131.2	134.0	126.3	145.0	143.0
2008	129.6	135.1	119.7	148.4	147.8
2009	129.4	141.0	138.5	150.9	151.5
2010	124.6	144.3	142.3	154.1	155.7
2011	120.5	147.1	143.7	150.8	151.5
2012	118.8	153.0	148.5	149.8	151.1
2013	124.5	148.1	155.9	150.8	150.2

**B Engineering professionals**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	103.1	105.2	104.0
2000	106.9	109.4	108.7
2001	113.2	117.6	113.5
2002	105.1	122.7	121.7
2003	113.9	128.2	127.4
2004	119.1	130.7	131.2
2005	122.7	137.6	138.2
2006	125.4	138.9	139.1
2007	128.2	145.0	143.0
2008	135.3	148.4	147.8
2009	132.8	150.9	151.5
2010	137.1	154.1	155.7
2011	139.5	150.8	151.5
2012	142.4	149.8	151.1
2013	146.4	150.8	150.2

**C Health professionals**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	105.1	100.9	105.2	104.0
2000	108.3	109.0	109.4	108.7
2001	120.1	120.6	117.6	113.5
2002	124.1	123.5	122.7	121.7
2003	131.1	126.9	128.2	127.4
2004	137.1	124.0	130.7	131.2
2005	148.3	134.1	137.6	138.2
2006	151.0	133.1	138.9	139.1
2007	148.6	125.3	145.0	143.0
2008	153.1	131.4	148.4	147.8
2009	159.3	152.1	150.9	151.5
2010	162.6	149.2	154.1	155.7
2011	143.0	142.9	150.8	151.5
2012	143.3	144.0	149.8	151.1
2013	140.8	144.1	150.8	150.2

**D Legal professionals**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	104.8	105.2	104.0
2000	111.4	109.4	108.7
2001	118.8	117.6	113.5
2002	130.6	122.7	121.7
2003	132.9	128.2	127.4
2004	132.5	130.7	131.2
2005	134.5	137.6	138.2
2006	139.5	138.9	139.1
2007	141.6	145.0	143.0
2008	146.6	148.4	147.8
2009	151.0	150.9	151.5
2010	149.5	154.1	155.7
2011	150.3	150.8	151.5
2012	145.1	149.8	151.1
2013	149.5	150.8	150.2

**E Business, Research and Administrative professionals**

	Chartered and certified accountants	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	106.2	105.2	104.0
2000	107.3	109.4	108.7
2001	117.5	117.6	113.5
2002	120.5	122.7	121.7
2003	122.0	128.2	127.4
2004	128.8	130.7	131.2
2005	133.4	137.6	138.2
2006	129.6	138.9	139.1
2007	130.6	145.0	143.0
2008	132.1	148.4	147.8
2009	133.8	150.9	151.5
2010	137.1	154.1	155.7
2011	137.8	150.8	151.5
2012	137.2	149.8	151.1
2013	139.5	150.8	150.2

**F Chartered Surveyors**

	Chartered surveyors	Secondary education teachers	Primary and nursery education teachers
<i>1998 (Base year)</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
1999	103.8	105.2	104.0
2000	106.4	109.4	108.7
2001	115.0	117.6	113.5
2002	119.2	122.7	121.7
2003	129.0	128.2	127.4
2004	138.1	130.7	131.2
2005	136.1	137.6	138.2
2006	139.4	138.9	139.1
2007	145.2	145.0	143.0
2008	146.9	148.4	147.8
2009	149.8	150.9	151.5
2010	152.4	154.1	155.7
2011	140.7	150.8	151.5
2012	141.6	149.8	151.1
2013	146.0	150.8	150.2

Appendix 7: Median gross weekly earnings (ASHE)

A Science, Research, Engineering and Technology professionals (£pw)

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
1998	477.6	467.3	515.3	475.5	440.0
1999	498.1	477.6	552.2	498.3	456.2
2000	528.9	484.5	556.5	512.9	472.7
2001	520.4	511.5	592.5	536.5	500.1
2002	526.0	519.9	594.8	566.0	534.8
2003	545.6	537.9	591.3	596.5	562.2
2004	540.0	568.1	620.6	613.8	581.6
2005	595.5	577.9	647.9	638.1	606.2
2006	575.0	596.2	688.7	645.7	610.6
2007	666.1	630.4	700.9	672.3	618.1
2008	663.1	643.6	759.8	680.8	643.2
2009	621.2	674.3	766.3	685.3	656.7
2010	604.2	700.2	785.8	714.5	675.1
2011	609.7	728.8	768.8	709.9	660.9
2012	614.0	757.0	765.6	704.4	655.4
2013	635.3	726.4	751.4	704.4	655.4

CV > 10% and <= 20%

CV > 5% and <= 10%

**B Engineering professionals (£pw)**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
1998	506.7	475.5	440.0
1999	526.1	498.3	456.2
2000	544.3	512.9	472.7
2001	565.1	536.5	500.1
2002	564.8	566.0	534.8
2003	573.2	596.5	562.2
2004	602.7	613.8	581.6
2005	622.4	638.1	606.2
2006	639.4	645.7	610.6
2007	657.3	672.3	618.1
2008	677.8	680.8	643.2
2009	671.9	685.3	656.7
2010	688.9	714.5	675.1
2011	690.5	709.9	660.9
2012	711.8	704.4	655.4
2013	745.0	704.4	655.4



**C Health professionals (£pw)**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
1998	715.7	513.4	475.5	440.0
1999	759.5	532.7	498.3	456.2
2000	772.8	576.0	512.9	472.7
2001	874.8	620.9	536.5	500.1
2002	907.9	640.5	566.0	534.8
2003	970.7	670.9	596.5	562.2
2004	1,020.1	674.8	613.8	581.6
2005	1,036.8	713.7	638.1	606.2
2006	1,038.5	699.5	645.7	610.6
2007	1,010.0	676.0	672.3	618.1
2008	980.8	732.5	680.8	643.2
2009	1,039.4	778.3	685.3	656.7
2010	1,068.5	746.9	714.5	675.1
2011	906.2	762.2	709.9	660.9
2012	934.8	750.3	704.4	655.4
2013	902.4	752.5	704.4	655.4

CV > 5% and <= 10%

**D Legal professionals (£pw)**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
1998	623.4	475.5	440.0
1999	638.9	498.3	456.2
2000	671.8	512.9	472.7
2001	731.8	536.5	500.1
2002	805.2	566.0	534.8
2003	793.0	596.5	562.2
2004	825.3	613.8	581.6
2005	789.5	638.1	606.2
2006	827.9	645.7	610.6
2007	826.4	672.3	618.1
2008	833.6	680.8	643.2
2009	862.1	685.3	656.7
2010	862.4	714.5	675.1
2011	834.4	709.9	660.9
2012	824.1	704.4	655.4
2013	840.7	704.4	655.4

CV > 5% and <= 10%

**E Business, Research and Administrative professionals (£pw)**

	Chartered and certified accountants	Management consultants and business analysts	Secondary education teachers	Primary and nursery education teachers
1998	523.7	585.0	475.5	440.0
1999	535.5	669.6	498.3	456.2
2000	547.0	681.8	512.9	472.7
2001	593.5	705.9	536.5	500.1
2002	604.8	711.6	566.0	534.8
2003	639.2	688.6	596.5	562.2
2004	663.8	709.0	613.8	581.6
2005	690.0	753.0	638.1	606.2
2006	689.9	732.7	645.7	610.6
2007	670.8	749.6	672.3	618.1
2008	680.4	768.8	680.8	643.2
2009	699.4	773.9	685.3	656.7
2010	708.4	772.6	714.5	675.1
2011	695.9	764.6	709.9	660.9
2012	729.4	750.0	704.4	655.4
2013	725.5	745.8	704.4	655.4

CV > 5% and <= 10%

**F Chartered Surveyors (£pw)**

	<b>Chartered surveyors</b>	<b>Secondary education teachers</b>	<b>Primary and nursery education teachers</b>
1998	465.8	475.5	440.0
1999	479.9	498.3	456.2
2000	498.8	512.9	472.7
2001	526.4	536.5	500.1
2002	537.4	566.0	534.8
2003	567.9	596.5	562.2
2004	590.4	613.8	581.6
2005	612.8	638.1	606.2
2006	622.8	645.7	610.6
2007	666.0	672.3	618.1
2008	683.1	680.8	643.2
2009	684.3	685.3	656.7
2010	691.2	714.5	675.1
2011	647.8	709.9	660.9
2012	650.8	704.4	655.4
2013	655.4	704.4	655.4

Appendix 8: Average gross weekly earnings (ASHE)

A Science, Research, Engineering and Technology professionals (£pw)

	Chemical scientists	Biological scientists and biochemists	Physical scientists	Secondary education teachers	Primary and nursery education teachers
1998	559.2	522.5	634.9	471.3	440.6
1999	546.6	518.9	611.6	495.6	458.1
2000	551.5	521.4	646.9	515.5	478.9
2001	561.7	558.6	719.5	554.2	500.1
2002	596.1	571.0	694.2	578.5	536.0
2003	630.2	607.0	728.1	604.0	561.3
2004	591.2	615.7	735.9	616.1	577.9
2005	687.5	664.2	753.0	648.5	608.8
2006	670.1	663.5	748.3	654.5	612.7
2007	733.9	700.4	801.6	683.4	630.1
2008	724.9	705.9	759.8	699.2	651.0
2009	723.5	736.5	879.5	711.1	667.7
2010	696.7	754.2	903.5	726.1	686.1
2011	673.8	768.6	912.3	710.6	667.6
2012	664.6	799.2	942.7	705.8	665.9
2013	696.3	773.9	989.6	710.9	661.9

CV > 5% and <= 10%

**B Engineering professionals (£pw)**

	Engineering professionals	Secondary education teachers	Primary and nursery education teachers
1998	537.2	471.3	440.6
1999	554.1	495.6	458.1
2000	574.4	515.5	478.9
2001	608.0	554.2	500.1
2002	564.8	578.5	536.0
2003	611.9	604.0	561.3
2004	639.6	616.1	577.9
2005	659.0	648.5	608.8
2006	673.8	654.5	612.7
2007	688.5	683.4	630.1
2008	727.1	699.2	651.0
2009	713.5	711.1	667.7
2010	736.5	726.1	686.1
2011	749.6	710.6	667.6
2012	765.0	705.8	665.9
2013	786.4	710.9	661.9

**C Health professionals (£pw)**

	Health professionals	Pharmacists	Secondary education teachers	Primary and nursery education teachers
1998	799.8	533.9	471.3	440.6
1999	840.4	538.6	495.6	458.1
2000	866.2	582.2	515.5	478.9
2001	960.6	643.9	554.2	500.1
2002	992.3	659.1	578.5	536.0
2003	1,048.6	677.4	604.0	561.3
2004	1,096.7	662.2	616.1	577.9
2005	1,186.0	715.8	648.5	608.8
2006	1,207.4	710.8	654.5	612.7
2007	1,188.8	668.8	683.4	630.1
2008	1,224.4	701.8	699.2	651.0
2009	1,274.0	811.8	711.1	667.7
2010	1,300.8	796.7	726.1	686.1
2011	1,143.7	762.8	710.6	667.6
2012	1,145.8	768.8	705.8	665.9
2013	1,126.1	769.1	710.9	661.9

**D Legal professionals (£pw)**

	Legal professionals	Secondary education teachers	Primary and nursery education teachers
1998	696.5	471.3	440.6
1999	729.7	495.6	458.1
2000	775.9	515.5	478.9
2001	827.1	554.2	500.1
2002	909.6	578.5	536.0
2003	925.5	604.0	561.3
2004	922.8	616.1	577.9
2005	937.0	648.5	608.8
2006	971.4	654.5	612.7
2007	986.3	683.4	630.1
2008	1,020.9	699.2	651.0
2009	1,051.5	711.1	667.7
2010	1,041.6	726.1	686.1
2011	1,046.7	710.6	667.6
2012	1,010.7	705.8	665.9
2013	1,041.2	710.9	661.9



**E Business, Research and Administrative professionals (£pw)**

	Chartered and certified accountants	Management consultants and business analysts	Secondary education teachers	Primary and nursery education teachers
1998	559.1	x	471.3	440.6
1999	593.9	812.0	495.6	458.1
2000	599.7	909.9	515.5	478.9
2001	657.1	879.3	554.2	500.1
2002	673.9	957.0	578.5	536.0
2003	682.0	860.4	604.0	561.3
2004	720.4	893.1	616.1	577.9
2005	745.9	894.5	648.5	608.8
2006	724.8	904.9	654.5	612.7
2007	730.1	871.0	683.4	630.1
2008	738.5	897.2	699.2	651.0
2009	747.8	895.0	711.1	667.7
2010	766.3	899.8	726.1	686.1
2011	770.2	859.6	710.6	667.6
2012	767.2	839.9	705.8	665.9
2013	780.1	830.3	710.9	661.9

CV > 10% and <= 20%

CV > 5% and <= 10%

**F Chartered Surveyors (£pw)**

	<b>Chartered surveyors</b>	<b>Secondary education teachers</b>	<b>Primary and nursery education teachers</b>
1998	495.7	471.3	440.6
1999	514.7	495.6	458.1
2000	527.6	515.5	478.9
2001	570.2	554.2	500.1
2002	590.9	578.5	536.0
2003	639.3	604.0	561.3
2004	684.6	616.1	577.9
2005	674.6	648.5	608.8
2006	691.1	654.5	612.7
2007	719.9	683.4	630.1
2008	728.3	699.2	651.0
2009	742.7	711.1	667.7
2010	755.3	726.1	686.1
2011	697.5	710.6	667.6
2012	702.0	705.8	665.9
2013	723.5	710.9	661.9

## Appendix 9: Use of ASHE data

For the purposes of our analysis we have used full-time basic weekly earnings data from the Annual Survey of Hours and Earnings, produced by the Office for National Statistics (ONS).

As far as possible, we have tried to be consistent in collating occupational data for the period 1998 to 2013. It should be noted that ASHE was first introduced in 2004, to replace the New Earnings Survey, and datasets produced prior to this time have since been adjusted by the ONS to take account of the changes.

The Standard Occupational Classification (SOC) codes have also changed since 1997, and incorporate codings from SOC 90, SOC 2000 and 2010. This means that some of the occupational definitions featured in this report have changed in the last 15 years, although we do not think this detracts from the overall robustness of the datasets. Details of changes to some of the occupational definitions over time are shown below.

SOC	Applies to the years ...	Occupational definition variations	Definitions used in current report
90	1998-2001	Physicists, geologists and meteorologists Engineers and technologists Pharmacists/pharmacologists Architects, town planners and surveyors	Physical scientists Engineering professionals Pharmacists Chartered surveys
2000	2002-2010	Physicists, geologists and meteorologists Pharmacists/pharmacologists Management consultants, actuaries, economists and statisticians	Physical scientists Pharmacist Management consultants and business analysts