

While the volume and complexity of teachers' work has changed dramatically in the past two decades, their salaries have not kept pace.

That was the key finding of the independent Gallop Inquiry into the work of teachers that concluded in February 2021.

The inquiry found that the skills and expertise of teachers had increased significantly and the work that they did every day was more difficult and demanding.

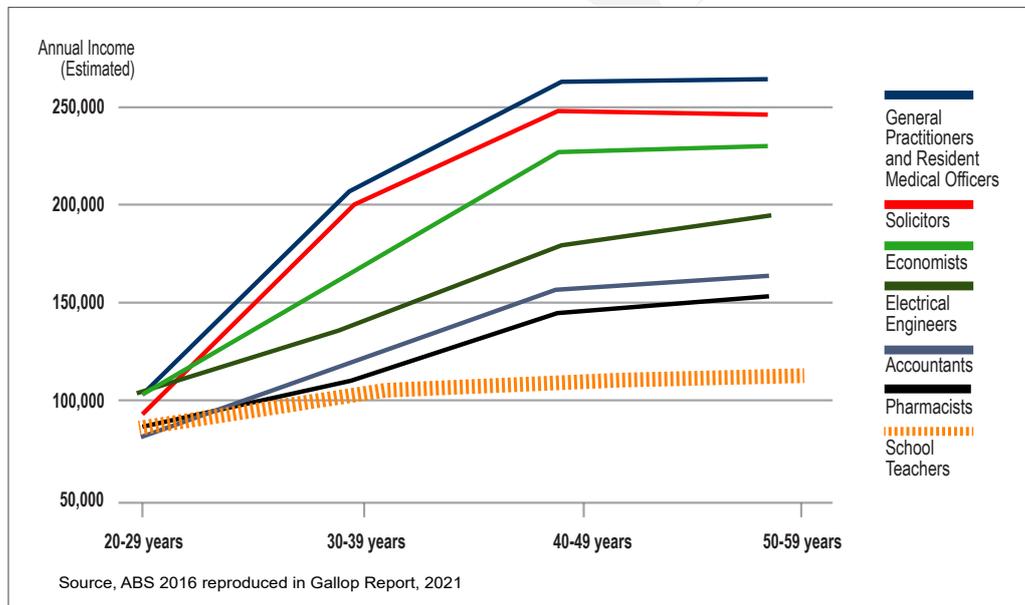
But at the same time, the salaries of teachers had been falling compared to those of other professionals.

This disparity is reducing the attractiveness of the profession to high achievers and leading to growing teacher shortages in NSW public and private schools.

Research conducted by the University of Sydney Business School found that primary and secondary teachers have among the lowest incomes of all the major professions examined.

The research found that a decade ago NSW set the pay standard for teachers, along with Western Australia. But NSW now sits in the middle of the Australian states and territories, alongside South Australia.

### TEACHER SALARIES COMPARED TO OTHER PROFESSIONS



*“At the same time as the work of teachers has got exponentially harder and more complex, the remuneration of teachers has fallen below that of other professionals.”*  
**Dr Geoff Gallop, former WA Premier and chair of the independent inquiry into the work of teachers.**

### KEY FACTS

Only 12 per cent of teachers believe the pay they receive reflects their expertise and responsibilities (NSWTF survey)

*“The earnings for female teachers compared to the average paid to all female professionals has fallen by 8% in the last 30 years. For males the fall has been 15%.”*

**(Professor John Buchanan, University of Sydney Business School)**

*“At the peak of their career teachers earn less than electricians, physios, PR people and chiropractors and half the salary paid to lawyers and finance managers.”*

**(Professor John Buchanan, University of Sydney Business School)**

### WHAT NEEDS TO BE DONE

The salaries of teachers and principals needs to be reset a level which better reflects the skills and responsibilities they have and the value of the work they do. That will assist in making the profession more attractive to high achievers and assist in recruiting and retaining the teachers we need.

Salaries: An increase of between 5 to 7.5% a year in the next wages agreement (covering 2022 and 2023.)

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