

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION  
BY DEPUTY J.H. PERCHARD OF ST. SAVIOUR  
ANSWER TO BE TABLED ON TUESDAY 21st MAY 2019**

**Question**

In relation to the average earnings of teachers, will the Minister state –

- (a) the mean average earnings of teachers who are currently in training (i.e. those on the Jersey Graduate Teacher Training Programme or with Newly Qualified Teacher status);
- (b) how many teachers, if any, are currently in such training but are not paid;
- (c) the mean average earnings of teachers who do not receive any additional pay for taking on extra roles of responsibility;
- (d) the mean average salary of headteachers;
- (e) the mean average salary of senior leadership teams within schools; and
- (f) the median and modal average salaries of all teachers (including those who are unpaid)?

**Answer**

- a) The mean average earnings of teachers who are currently in training – so includes anyone classed as NQT or who is on the Graduate Teacher Training Programme is £30,853.

If we were to only include those working as a teacher, not in unpaid training or in a supply teacher role, the average salary of the NQT group would be £35,927.

- b) There are 5 teachers who are in training but are not paid – these 5 are included in the figure above.
- c) The Average earnings of a teacher, excluding any additional pay for extra responsibilities is £49,371. This is taken from the April 2019 Headcount report and only includes teachers at State Schools, it does not include private schools, highlands lecturers or supply teachers.

Currently only 41% of teachers receive no supplementary allowances, the average salary inclusive of these supplements is £53,671.

- d) The mean average salary of the Heads in state funded Primary, Secondary and Fee Paying schools is £84,671. This is taken from the April 2019 Headcount report.
- e) We have assumed in our workings that those on a schools senior leadership team are the Head, Deputy and any teachers within the school receiving a supplementary allowance 6 or 5. The mean average salary of this group is £71,088.

If Heads were excluded from the calculation the mean average salary is £67,375.

- f) The Median and mode average salaries of all teachers (including those unpaid) but excluding Heads and Deputies are both the same at £53,078 which is the equivalent of those on an MPSU5 or grade TCH1 15