

## Appendix H

### Earnings of Higher Education Teaching Professionals

#### Introduction

All of the statistics used in this section are taken from the Annual Survey of Hours and Earnings (ASHE). Those relating to HE teaching professionals come from special tables ordered from the Office for National Statistics (ONS). They include those employees allocated to the 'HE teaching professionals' occupational group **and** to the Higher Education industry. While it might seem that all of those in the occupational group should be allocated to the industry, figures supplied by ONS showed that this is not so. Around 10% of those in the occupational group were allocated to other industries. Further checking with ONS indicated that these employees were unlikely to be employed within the HE sector, and so the analysis has concentrated on the 90% of HE teaching professionals also allocated to the HE industry. HE teaching professionals include academic staff up to and including professors but exclude those solely engaged in research.

#### Section 1: HE teaching professionals in 2008

##### Full-time employees

In 2008 median gross annual earnings for the HE teaching professional group were £42,557, and mean gross annual earnings were £45,701 (see Table 1.1).

**Table 1.1 Annual earnings of full-time HE teaching professionals, April 2008**

	<b>Gross £</b>	<b>Basic £</b>
Median	£42,557	£42,103
Mean	£45,701	£45,419
Lower quartile	£35,810	£35,810
Upper quartile	£49,569	£49,569
UQ as % of LQ	138.4%	138.4%
Median as % of LQ	118.8%	117.6%
UQ as % of median	116.5%	117.7%

**Source: ASHE**

Note: Derived from specially ordered tables and includes only those assigned to the HE industry

Lower quartile earnings (ie the amount earned by those 25% up the earnings range) were £35,810, while upper quartile earnings (ie the amount earned by those 75% up the earnings range) were £49,569. The latter figure is 38.4% greater than the former. The median is 18.8% greater than the lower quartile, while the upper quartile is 16.5% greater than the median.

Median basic annual earnings for the group were £42,103 – around £400 lower than median gross earnings. The basic figure includes those payments to which the employee is contractually entitled, and so excludes elements such as overtime, performance or bonus payment or shift payments. Basic earnings are not identical to salary – they would, for

example, include London weighting. It is evident from Table 1.1 that for this group the difference between basic and gross earnings is very small.

It is not part of the remit of the review to examine the gender pay gap. However, ASHE provides statistics for men and women separately, and this information can help illuminate the overall figures (especially when comparisons are made with other groups). Table 1.2 therefore sets out the earnings figures of men and women. At the median, male gross earnings were £43,626, 10% greater than the £39,647 recorded for women. A larger difference was recorded at the mean (21.2%, likely to reflect the influence of values at the extremes of the pay distribution). The absence of any significant difference between the male: female ratios for gross and basic earnings indicates that access to overtime and bonus is not significantly different for men and women – according to the figures such earnings are not significant for either sex. Male/female ratios were greater at the upper quartile than the lower quartile.

**Table 1.2 Annual earnings of full-time HE teaching professionals by gender, April 2008**

	<b>Male £</b>	<b>Female £</b>	<b>Male as % of Female</b>
<i>Gross</i>			
Median	43,626	39,647	110.0%
Mean	48,787	40,247	121.2%
Lower quartile	38,213	32,614	117.2%
Upper quartile	54,481	45,127	120.7%
<i>Basic</i>			
Median	43,318	39,340	110.1%
Mean	48,443	40,075	120.9%

**Source: ASHE**

Note: Derived from specially ordered tables and includes only those assigned to HE industry

ASHE provides figures for hourly earnings. As noted in the section on methodology, hourly earnings statistics for teaching groups need to be treated with caution because of the way in which working hours are collected. But for completeness and for comparative purposes, Table 1.3 shows hourly earnings figures for the group, following the template provided in Table 1.1.

**Table 1.3 Hourly earnings of full-time HE teaching professionals, April 2008**

	<b>Gross</b>
Median	£22.63
Mean	£24.36
Lower quartile	£19.08
Upper quartile	£26.62
UQ as % of LQ	139.5%
Median as % of LQ	118.6%
UQ as % of median	117.6%

**Source: ASHE**

Note: Derived from specially ordered tables and includes only those assigned to HE industry

Median gross hourly earnings are recorded as £22.63, with the mean figure being £24.36, and the lower and upper quartiles £19.08 and £26.62 respectively. The upper quartile was 39.5% higher than the lower quartile. Mean weekly hours worked are recorded as 35.7. Estimates excluding overtime (not shown) were little different from those for gross earnings.

### Part-time employees

As we note above, hourly earnings provide the only meaningful information for part-time employees. Table 1.4 provides the information on hourly earnings – both gross and without overtime (ASHE does not provide hourly basic earnings information) – following the pattern of Table 1.1. At the median, part-time gross hourly earnings were £21.63, with £23.65 being the corresponding mean figure. The lower and upper quartiles were £15.41 and £31.62, the latter being 105.2% greater than the former. However, the estimates at points other than the mean are of limited reliability because of small sample size. The blue shading in this and all subsequent tables indicates an estimate of limited reliability. Part-timers were recorded as working 10.2 hours on average.

**Table 1.4 Hourly earnings of part-time HE teaching professionals April 2008**

	<b>Gross</b>
Median	£21.63
Mean	£23.65
Lower quartile	£15.41
Upper quartile	£31.62
UQ as % of LQ	205.2%
Median as % of LQ	140.4%
UQ as % of median	146.2%

**Source: ASHE**

Note: Derived from specially ordered tables and includes only those assigned to HE industry.

The sample for part-timers by gender is small, and the figures need to be treated with caution. They show median gross hourly earnings for men and women as £21.63 and £21.61 respectively. The corresponding figures at the mean are £22.89 and £24.36 respectively.

In comparison with full-timers, the gross hourly earnings of part-timers are lower at all points other than the upper quartile. As noted above, the figures for part-timers (and therefore comparisons with full-timers) should be treated with caution.

**Table 1.5 Average hourly earnings of part-time HE teaching professionals, April 2008, by gender**

	<b>Men</b>	<b>Women</b>	<b>Men as % of women</b>
Median	£21.63	£21.61	100.1
Mean	£22.89	£24.36	94.0

**Source: ASHE**

Table 1.5 shows that, amongst part-timers, the gross hourly earnings of men and women HE teaching professionals were little different. This is in contrast to the figures given in Table 1.2

which showed, on an annual rather than hourly basis that full-time men earned over 20% more than full-time women at the mean and 10% more at the median. Table 1.6 below uses an hourly earnings basis to confirm that, amongst full-timers, men earned more than women. A comparison of the tables shows that, amongst women, part-timers' average earnings are higher than those for full-timers, though this is not the case for men. We investigate how far this pattern is repeated elsewhere in the economy in Section 2.

**Table 1.6: Average hourly earnings of full-time HE teaching professionals, April 2008, by gender**

	<b>Men</b>	<b>Women</b>	<b>Men as % of women</b>
Median	£23.41	£20.92	111.9%
Mean	£25.82	£21.73	118.8%

Source: ASHE

## Section 2: 2008-based comparisons

### Full-time employees

The figures already discussed for the HE teaching professional group are compared here with those for other groups. Table 2.1 sets out median and mean gross annual earnings, and then indexes each against the estimates for the HE teaching professional group. The figures for researchers refer to employees in that occupation across the economy as a whole, and not just in the HE sector. The table shows that HE teaching professionals recorded higher average earnings than other groups. Secondary teacher earnings were 83%, and FE teacher earnings 76%, of HE earnings at the median.

**Table 2.1: Average annual gross earnings of full-time staff, by occupational group, April 2008**

	Median		Mean	
	£pa	HE Teaching Professionals = 100	£pa	HE Teaching Professionals = 100
All employees	24,954	58.6	29,944	65.5
All public sector	27,248	64.0	30,340	66.4
All private sector	23,984	56.4	29,918	65.5
All professionals	35,497	83.4	40,090	87.7
Teaching & research professionals	34,256	80.5	36,858	80.7
All teaching professionals	34,652	81.4	37,322	81.7
HE teaching professionals	42,557	100.0	45,701	100.0
FE teaching professionals	32,363	76.0	34,522	75.5
Secondary teaching professionals	35,424	83.2	38,354	83.9
Research professionals	29,730	69.9	31,409	68.7

**Source: ASHE**

Note: Derived from specially ordered tables: figures for HE teaching professionals include only those assigned to HE industry

Table 2.2 sets out similar information as Table 2.1, but for basic earnings. Comparing with Table 2.1, it is evident that the broader 'all employee' and private sector groups in particular recorded noticeable differences between basic and gross earnings, whereas the teacher groups did not. The upshot is that, on basic earnings estimates, HE teaching professionals were further ahead of these broader groups than on a gross earnings basis.

**Table 2.2: Average annual basic earnings of full-time staff, by occupational group, April 2008**

	Median		Mean	
	£pa	HE teaching professionals = 100	£pa	HE teaching professionals = 100
All employees	22,827	54.2	28,025	61.7
All public sector	25,423	60.4	28,625	63.0
All private sector	21,586	51.3	27,780	61.2
All professionals	34,652	82.3	38,547	84.9
Teaching & research	34,256	81.4	35,559	78.3
All teaching professionals	34,329	81.5	35,945	79.1
HE teaching professionals	42,103	100.0	45,419	100.0
FE teaching professionals	32,217	76.5	34,339	75.6
Secondary teaching professionals	35,069	83.3	36,201	79.7
Research professionals	29,115	69.2	31,013	68.3

**Source: ASHE**

Note: Derived from specially ordered tables: figures for HE teaching professionals include only those assigned to HE industry.

Table 2.3 sets out lower and upper quartile figures for the various occupations, along with the measures of range used previously. The percentage difference between quartiles is slightly narrower for HE teaching professionals than for the other teacher groups. Not surprisingly it is narrower than the ranges for the broader groups (which each encompasses a spread of different occupations paid at different levels). The gap between the median and the lower quartile is narrower for the HE teaching professional group than for all but the FE teaching group and researchers, while the gap between the upper quartile and the median is narrower than for all other groups.

**Table 2.3: Gross annual earnings for full-time staff in selected occupations April 2008**

	Lower quartile £	Median £	Upper quartile £	UQ as % of LQ	Median as % of LQ	UQ as % of Median
All employees	17,644	24,954	35,252	199.8	141.4	141.3
All public sector	19,667	27,248	36,029	183.2	138.5	132.2
All private sector	16,846	23,984	34,976	207.6	142.4	145.8
All professionals	28,156	35,497	44,924	159.6	126.1	126.6
Teaching & research professionals	27,931	34,256	41,175	147.4	122.6	120.2
All teaching professionals	28,489	34,652	41,514	145.7	121.6	119.8
HE teaching professionals	35,810	42,557	49,569	138.4	118.8	116.5
FE teaching professionals	27,259	32,363	39,480	144.8	118.7	122.0
Secondary teaching professionals	29,407	35,424	41,524	141.2	120.5	117.2
Research professionals	25,131	29,730	35,810	142.5	118.3	120.4

**Source: ASHE**

Note: Derived from specially ordered tables: figures for HE teaching professionals include only those assigned to HE industry.

Table 2.4 sets out median and mean gross earnings for men and women for each occupational group, and the percentages by which male earnings exceed female earnings. The HE teaching professional group has a larger gender gap at the median than FE teachers, but a slightly narrower gap than the other teacher groups and a substantially narrower gap than the broader comparators. At the mean, though, the HE teaching professionals' gender gap is wider than for professionals as a whole, and is clearly the widest of the teaching groups.

There is a lower proportion of women in the full-time HE teaching professional group than in the other teaching groups, according to the estimates published in ASHE but drawn from the Labour Force Survey. The proportion of women within the group is broadly in line with the wider 'all professional' group as a whole. HE teaching professionals earn 86% more than the average full-timer amongst women, but 61% more amongst men and 69% more overall (using median figures).

**Table 2.4 Average gross annual earnings of full-time staff, occupational groups by gender, April 2008**

	Median			Mean		
	Male £	Female £	Male as % of Female	Male £	Female £	Male as % of Female
All employees	27,175	21,482	126.5	32,906	25,314	130.0
All public sector	29,949	25,064	119.5	33,896	27,546	123.1
All private sector	26,263	19,088	137.6	32,697	23,818	137.3
All professionals	37,770	33,052	114.3	42,671	36,232	117.8
Teaching & research professionals	36,795	33,036	111.4	39,908	34,882	114.4
All teaching professionals	37,963	33,411	113.6	40,914	35,158	116.4
HE teaching professionals	43,626	39,647	110.0	48,787	40,247	121.2
FE teaching professionals	33,422	31,852	104.9	36,081	32,968	109.4
Secondary teaching professionals	37,802	34,256	110.4	41,232	36,081	114.3
Research professionals		27,801		32,541	29,678	109.6

**Source: ASHE**

Note: Figures for HE teaching professionals are derived from specially ordered tables and include only those assigned to HE industry

Table 2.5 sets out hourly earnings for the various occupational groups, again using an index relating all other groups to HE teaching professionals. Gross earnings are shown, since the differences between this figure and that without overtime were small – a matter of a few pence – in all cases. There is little difference between the index figures here and those in Table 2.1 – the HE group is slightly further ahead of the broad whole economy and private and public sector groups, reflecting a shorter recorded working week. The table also shows recorded average hours worked per week. At 35.7 hours, HE teaching professionals worked slightly more hours than teaching professionals as a whole, but somewhat fewer hours than the broader professional and whole economy groups.

**Table 2.5 Average hourly earnings, full-time employees in selected occupational groups, April 2008**

	Median		Mean		
	Gross £	HE teaching professionals=100	Gross £	HE teaching professionals =100	Hours worked
All employees	11.97	52.9	14.53	59.6	39.5
All public sector	13.77	60.8	15.47	63.5	37.6
All private sector	11.14	49.2	14.18	58.2	40.5
All professionals	19.05	84.2	21.04	86.4	36.5
Teaching & research professionals	19.76	87.3	21.01	86.2	33.6
All teaching professionals	20.23	89.4	21.46	88.1	33.4
HE teaching professionals	22.63	100.0	24.36	100.0	35.9
FE teaching professionals	17.36	76.7	18.63	76.5	35.5
Secondary teaching professionals	20.88	92.3	22.52	92.4	32.7
Research professionals	15.39	68.0	16.26	66.7	37.0

**Source: ASHE**

Note: HE teaching professionals figures are derived from specially ordered tables and include only those assigned to HE industry.

NB Index is set to HE teaching professionals =100 for each measure.

### Part-time employees

As explained above, only hourly earnings figures for part-timers are meaningful. A number of the comparator groups used have small sample numbers and so the estimates must be treated with particular caution. Table 2.6 sets out mean and median gross earnings – again, figures showing earnings without overtime were very little different. The indices show that HE teaching professionals earned more than most of the comparator groups – substantially so in the case of the whole economy and public and private sector groups - though secondary teachers recorded slightly higher earnings.

**Table 2.6 Average hourly earnings, part-time staff by occupational group  
April 2008**

	Median		Mean		
	Gross £	HE teaching professionals=100	Gross £	HE teaching professionals=100	Hours worked
All employees	7.50	34.7	10.09	42.7	18.3
All public sector	8.97	41.5	11.87	50.2	18.6
All private sector	6.56	30.3	8.90	37.6	18.4
All professionals	20.33	94.0	22.20	93.9	16.1
Teaching & research professionals	20.92	96.7	22.07	93.3	14.7
All teaching professionals	21.08	97.5	22.28	94.2	14.5
HE teaching professionals	21.63	100.0	23.65	100.0	10.2
FE teaching professionals	19.73	91.2	19.60	82.9	12.1
Secondary teaching professionals	22.51	104.1	23.89	101.0	17.9
Research professionals	15.20	70.3	16.22	68.6	20.1

**Source: ASHE**

Note: HE teaching professionals figures are derived from specially ordered tables and include only those assigned to HE industry.

NB Index is set to HE teaching professionals =100 for each measure.

Table 2.7 compares the hourly earnings of part-timers with those of full-timers for each occupational group. It shows that, on the basis of median gross earnings, hourly rates were higher for full-timers than part-timers for HE teaching professionals, though the reverse was the case for other teacher groups and the wider professional group. The broader groups – the private and public sector and the all employee group - recorded substantial excesses for full-timers over part-timers. The latter finding indicates that higher-paid occupations are predominantly staffed by full-timers and lower-paid occupations by part-timers. But for specific occupations – particularly within the professional group – earnings are comparable for full-timers and part-timers.

**Table 2.7 Comparison of gross median hourly earnings between full and part-time staff by occupational group, April 2008**

	<b>Full-Time</b>	<b>Part-Time</b>	<b>Part-Time as % of Full-Time</b>
All employees	11.97	7.50	62.7
All public sector	13.77	8.97	65.1
All private sector	11.14	6.56	58.9
All professionals	19.05	20.33	106.7
Teaching & research professionals	19.76	20.92	105.9
All teaching professionals	20.23	21.08	104.2
HE teaching professionals	22.63	21.63	95.6
FE teaching professionals	17.36	19.73	113.7
Secondary teaching professionals	20.88	22.51	107.8
Research professionals	15.39	15.20	98.8

**Source: ASHE**

Note: HE teaching professionals figures are derived from specially ordered tables and include only those assigned to HE industry.

Table 2.8 focuses on part-timers. It sets out differences in earnings between men and women. Looking at the median, men earn more than women in most professional groups, but not amongst researchers or FE teaching professionals (or in the private sector). At the mean, HE teaching professionals and researchers record higher earnings amongst women.

**Table 2.8 Average hourly earnings of part-time staff by gender HE teaching professionals and comparators, April 2008**

	Median			Mean		
	Men (£)	Women (£)	Men as % of women	Men (£)	Women (£)	Men as % of women
All employees	7.28	7.52	96.8	11.21	9.78	114.6
All public sector	10.80	8.82	122.4	15.63	11.37	137.5
All private sector	6.50	6.58	98.8	9.79	8.56	114.4
All professionals	21.06	20.21	104.2	25.05	21.08	118.8
Teaching & research professionals	21.84	20.68	105.6	23.67	21.51	110.0
All teaching professionals	22.00	20.82	105.7	23.91	21.70	110.2
HE teaching professionals	21.63	21.61	100.1	22.89	24.36	94.0
FE teaching professionals	19.15	19.75	97.0	20.29	19.23	105.5
Secondary teaching professionals	24.25	21.75	111.5	25.33	23.21	109.1
Research professionals	14.11	15.45	91.3	15.64	16.39	95.4

Source: ASHE

**Table 2.9 Average hourly earnings of full-time staff by gender HE teaching professionals and comparators, April 2008**

	Median		Men as % of women	Mean		Men as % of women
	Men (£)	Women (£)		Men (£)	Women (£)	
All employees	12.62	10.92	115.6	15.49	12.90	120.1
All public sector	14.73	13.02	113.1	16.68	14.45	115.4
All private sector	11.99	9.48	126.5	15.15	11.88	127.5
All professionals	19.45	18.46	105.4	21.76	19.90	109.3
Teaching & research professionals	20.69	19.21	107.7	22.25	20.17	110.3
All teaching professionals	21.52	19.47	110.5	23.08	20.45	112.9
HE teaching professionals	23.41	20.92	111.9	25.82	21.73	118.8
FE teaching professionals	17.58	17.19	102.3	19.33	17.93	107.8
Secondary teaching professionals	22.11	20.23	109.3	24.07	21.29	113.1
Research professionals	16.03	14.58	109.9	16.74	15.52	107.9

**Source: ASHE**

Table 2.9 replicates Table 2.8, but this time relates to the hourly earnings of full-timers. At the median, the HE gender gap is wider than for teacher groups and for all professionals, but not markedly so. At the mean it is more clearly wider than for other teaching and broader professional groups, and for the public sector as a whole.

The fact that the gender gap for HE teaching professional part-timers is narrow in relation to most comparators, while the gap for HE teacher full-timers is wider than for comparators, might lead to the conclusion that HE women teacher part-timers fare unusually well in comparison to HE women teacher full-timers. Table 2.10 shows that, on the median measure, their position is not exceptional. Amongst women professionals, and amongst women teachers as a whole, hourly earnings are higher for part-timers than full-timers – and generally by a slightly wider margin than is the case for HE teaching professionals. On the mean measure, though, the relative position of women part-timers compared with women full-timers is more favourable in HE than in other teaching groups.

Male professionals and male teachers also record higher hourly earnings for part-timers than full-timers (this is the case for male FE teachers and male secondary teachers but not male HE teachers). Conversely, employees as a whole, and the broader public and private sectors, record substantial excesses of full-time earnings over part-time earnings.

Two different processes probably explain these patterns. Amongst teachers (HE or otherwise) and amongst other professionals, part-time working is often undertaken by relatively experienced employees, such as women who also have caring responsibilities or

those scaling down their career commitments prior to retirement. In the wider economy, however, lower-paid occupations (like cleaning, catering or bartending) tend to have higher proportions of part-time workers and higher-paid occupations have higher proportions of full-time workers.

**Table 2.10 Ratio of part-time to full-time staff hourly earnings by gender, HE teaching professionals and comparators, April 2008**

	Median		Mean	
	Men	Women	Men	Women
All employees	57.7	68.9	72.4	75.8
All public sector	73.3	67.7	93.7	78.7
All private sector	54.2	69.4	64.6	72.1
All professionals	108.3	109.5	115.1	105.9
Teaching & research professionals	105.6	107.7	106.4	106.6
All teaching professionals	102.2	106.9	103.6	106.1
HE teaching professionals	92.4	103.3	88.7	112.1
FE teaching professionals	108.9	114.9	105.0	107.3
Secondary teaching professionals	109.7	107.5	105.2	109.0
Research professionals		106.0	93.4	105.6

**Source: ASHE**

### Section 3: Change in HE teaching professionals' earnings over time

#### Full-time employees

**Table 3.1 HE teaching professionals average gross earnings 2001-2008**

	Median			Mean			RPI	
	£pa	Index 1	Index 2	£pa	Index 1	Index 2	Index 1	Index 2
2001	31,881	33.5		34,476	32.6		23.6	
2002	33,586	26.7	5.3	37,022	23.4	7.4	21.8	1.5
2003	34,544	23.2	8.4	38,258	19.5	11.0	18.1	4.7
2004	36,481	16.7	14.4	39,311	16.3	14.0	15.2	7.3
2005	37,921	12.2	18.9	41,638	9.8	20.8	11.7	10.7
2006	39,334	8.2	23.4	43,422	5.2	25.9	8.9	13.5
2007	40,518	5.0	27.1	44,225	3.3	28.3	4.2	18.7
2008	42,557		33.5	45,701		32.6		23.6

**Source: ASHE**

Index 1: % increase from year shown to 2008. Index 2: % increase from 2001.

RPI: Retail Prices Index.

Note: Teaching professionals earnings data derived from specially ordered tables and includes only those assigned to HE industry.

Table 3.1 shows the movement in gross average earnings for the HE teaching professional group. Price movements (as measured by the Retail Prices Index) are shown for comparison. At the median, earnings rose from £31,881 in 2001 to £42,557 in 2008, a 33.5% increase. At the mean, earnings rose by slightly less – 32.6% - from £34,476 to £45,701. The pace of earnings growth is reasonably consistent over the period, though on the mean measure it is low between 2006 and 2007. Settlements for the group between April 2006 and April 2007 should have yielded an increase of at least 4%. While compositional change can affect average earnings outcomes, the disparity between settlements and earnings growth as recorded by ASHE is a reminder that the latter figures are estimates.

**Table 3.2 HE teaching professionals average basic earnings 2001-2008**

	Median			Mean		
	£pa	Index 1	Index 2	£pa	Index 1	Index 2
2001	31,699	32.8		34,256	32.6	
2002	33,075	27.3	4.3	36,609	24.1	6.9
2003	34,347	22.6	8.4	37,879	19.9	10.6
2004	36,021	16.9	13.6	38,810	17.0	13.3
2005	37,842	11.3	19.4	41,147	10.4	20.1
2006	39,282	7.2	23.9	43,135	5.3	25.9
2007	40,508	3.9	27.8	43,938	3.4	28.3
2008	42,103		32.8	45,419		32.6

**Source: ASHE**

Index 1: % increase from year shown to 2008. Index 2: % increase from 2001.

RPI: Retail Prices Index.

Note: Teaching professionals earnings data derived from specially ordered tables and includes only those assigned to HE industry.

Statistics for any one year have a margin of error, which should even out in the long run, though the choice of start and end year can affect outcomes. The reduction in the ASHE sample in 2007 may have compounded the effect.

Table 3.2 is provided as a means of checking that trends in basic and gross earnings closely reflect one another. This proves to be the case. There is a difference of 0.7 percentage points between gross and basic earnings growth over the seven year period at the median, and no difference at the mean. Additions to basic earnings for this group have been small throughout the period.

Both mean and median, and gross and basic, measures indicate faster earnings growth than price growth, by around nine percentage points.

**Table 3.3 Range of HE teaching professionals average gross earnings 2001-2008**

	Median		Lower quartile		Upper quartile	
	£pa	Index 1	£pa	Index 1	£pa	Index 1
2001	31,881	33.5	26,914	33.1	37,939	30.7
2002	33,586	26.7	29,250	22.4	40,632	22.0
2003	34,544	23.2	30,014	19.3	41,141	20.5
2004	36,481	16.7	32,118	11.5	42,222	17.4
2005	37,921	12.2	33,239	7.7	44,898	10.4
2006	39,334	8.2	34,235	4.6	47,218	5.0
2007	40,518	5.0	34,652	3.3	48,125	3.0
2008	42,557		35,810		49,569	
Ratios	Inter-quartile	Median/Lower quartile	Upper quartile/median			
2001	141.0	118.5	119.0			
2002	138.9	114.8	121.0			
2003	137.1	115.1	119.1			
2004	131.5	113.6	115.7			
2005	135.1	114.1	118.4			
2006	137.9	114.9	120.0			
2007	138.9	116.9	118.8			
2008	138.4	118.8	116.5			

**Source: ASHE**

Index 1: Percentage increase from year shown to 2008

Table 3.3 checks for any change in the distribution of earnings within the group over the period. There is slightly less growth in earnings at the upper quartile than at the median or the lower quartile. There has been some widening of the ratios since 2004, but taking the period from 2001 (or given the possible effect of the occupational group definition change, 2002) there is a consistency in the ratios. One can conclude that there has been little change in earnings distribution since 2001.

**Table 3.4 HE teaching professionals average gross earnings by gender 2001-2008**

Median	Men		Women		Ratio Male/Female
	£pa	Index 1	£ pa	Index 1	
2001	33,574	29.9	30,362	30.6	110.6
2002	35,683	22.3	32,506	22.0	109.8
2003	37,144	17.4	33,646	17.8	110.4
2004	38,088	14.5	34,162	16.1	111.5
2005	39,979	9.1	35,807	10.7	111.7
2006	41,102	6.1	37,494	5.7	109.6
2007	42,473	2.7	39,006	1.6	108.9
2008	43,626		39,647		110.0
<b>Mean</b>					
2001	36,990	31.9	29,314	37.3	126.2
2002	39,477	23.6	32,110	25.3	122.9
2003	40,536	20.4	33,433	20.4	121.2
2004	41,373	17.9	35,024	14.9	118.1
2005	44,237	10.3	36,661	9.8	120.7
2006	45,956	6.2	38,432	4.7	119.6
2007	47,108	3.6	39,287	2.4	119.9
2008	48,787		40,247		121.2

**Source: ASHE**

Index 1: Percentage increase from year shown to 2008

Movements in average gross earnings are very similar to movements in basic earnings, so we examine average gross earnings only when considering earnings by gender in Table 3.4. At the median, gross earnings for women grew slightly more than gross earnings for men between 2001 and 2008, the difference largely occurring between 2004 and 2006. At the mean, however, women have recorded markedly higher earnings growth and consequently the earnings ratio has fallen from around 126 to 121 over the period. That said, the gender gap was smaller in 2004 than it is now.

**Table 3.5 HE teaching professionals full-time gross hourly earnings 2001-2008**

	Median		Mean	
	£ph	Index 1	£ph	Index 1
2001	17.17	31.8	18.7	30.3
2002	18.27	23.9	19.95	22.1
2003	18.68	21.1	20.47	19.0
2004	19.52	16.0	21.08	15.6
2005	20.65	9.6	22.44	8.6
2006	21.05	7.5	23.12	5.4
2007	21.65	4.5	23.67	2.9
2008	22.63		24.36	

**Source: ASHE**

Table 3.5 indicates that, calculated on an hourly basis, the earnings of full-timers grew by nearly 32% at the median and 30% at the mean. These estimates a little lower – by around two percentage points - than those calculated on an annual basis. This outcome indicates a modest increase in the recorded hours worked by full-time teaching professionals.

### Part-time employees

**Table 3.6 HE teaching professionals part-time gross hourly earnings 2001-2008**

	Median		Mean	
	£ph	Index 1	£ph	Index 1
2001	15.58	38.9	16.59	42.6
2002	15.92	35.9	17.45	35.5
2003	17.9	20.8	17.88	32.3
2004	19.53	10.8	19.59	20.7
2005	20.59	5.0	20.84	13.5
2006	22.26	-2.8	22.19	6.6
2007	22.08	-2.0	24.48	-3.4
2008	21.63		23.65	

**Source: ASHE**

Index 1: Percentage increase from year shown to 2008

A comparison of Tables 3.5 and 3.6 shows that hourly earnings growth for part-time employees was around 12-16 percentage points more than for full-time employees. While the median series is somewhat erratic and subject to a wide confidence interval (a small increase 2001-2 and a fall between 2006 and 2008 are balanced by large increases in other years), change over the period as a whole is similar on the two measures. In 2001 part-timers' mean hourly earnings were 89% of full-timers' hourly earnings. By 2007 they had risen to 97%.

## **Section 4: Comparisons of change for selected occupational groups, 2001-2008**

### **Full-time employees**

[Note that the tables for this section are necessarily large, and so each is printed on a separate page]

The comparisons made in this part of the paper are based on what has been referred to in previous tables as 'Index 1', whereby percentage change in earnings is shown for each year to 2008. This reflects the fact that the occupational classification changed between 2001 and 2002, and so we consider change over the period 2002-8 as well as 2001-8 in the following commentary.

Tables 4.1 and 4.2 show gross annual earnings (median and mean respectively), and tables 4.3 and 4.4 deal with basic earnings. We have shown that basic and gross earnings are little different for the HE teaching group, but that is not necessarily the case for comparators, and there is therefore scope for their basic earnings to change in a different way to gross earnings. Although there are some differences in the relative position of HE teaching professionals in the four tables, there are also similarities.

Taking the period 2001-2008 as a whole, HE teaching professionals generally recorded the highest increase of the seven groups. This was the case with both measures of gross earnings and basic earnings. For gross earnings at the median, HE professionals' earnings growth exceeded that for secondary teachers by just over seven percentage points, that for all professionals by around six percentage points, and that for all employees by four percentage points. Relativities varied slightly according to the measure used (for mean gross earnings HE professionals recorded growth that was only just greater than for secondary teachers, for example), but the figures for the median gross measure are a good indicator of the general magnitude of difference.

Looking at the period 2002-2008, HE teaching professionals' relative earnings growth again ranks highest of all groups (there are nine comparators for this period) on the two median measures. On the gross median measure the group recorded an increase of 26.7%, compared with 19.9% for secondary teachers, 24.3% for 'all employees' and 20.2% for all professionals (Table 4.1). On the gross mean measure HE teaching professionals ranked seventh out of ten with an increase of 23.4% - behind secondary teachers (26.5%), 'all employees' (24.2%) and the broader public sector (26.7%) but ahead of 'all professionals' (21.7%). On the basic mean measure HE professionals rank fourth: again the broader public sector recorded the highest increase - 26.0% compared with 24.1% for HE professionals (Table 4.4).

Thus the evidence from the eight possible measures of change taken together (2001-8 and 2002-8 change from each of Tables 4.1 to 4.4) shows HE teaching professionals' earnings increase has been highest on six measures, and around average on the other two.

We noted in section 3 that the trends in relative earnings growth 2001-8 for men and women HE teaching professionals showed different patterns at the median and the mean, mainly because women recorded markedly higher increases at the mean. In Tables 4.5 and 4.6 we

consider the relative growth of earnings for men and women against those for comparator groups. Here we concentrate on gross earnings, since the analysis in Tables 4.1 to 4.4 showed that there were no marked differences in earnings change between gross and basic measures.

Looking at 2001-8, female HE teaching professionals recorded the highest increase of the seven groups on the mean measure (37.3% compared with 34.9% for all employees, 29.5% for all professionals and 35.5% for secondary teachers, for example – see Table 4.6) and the fourth highest on the median measure (their 30.6% comparing with ‘all employees’ at 33.5% and secondary teachers at 29.1%). For males, median earnings increase for HE teaching professionals was highest of the seven groups (29.9% compared with 26.9% for all employees, 26.5% for all professionals and 24.4% for secondary teachers, for example – see Table 4.5). At the mean they recorded the third highest increase at 31.9%, with secondary teachers highest at 33.6%.

The outcomes for 2002-8 show female HE teachers ranking at or just below average. They recorded mean earnings growth of 25.3%, sixth out of ten groups (behind all employees at 28.0% and secondary teachers at 29.4%, but ahead of all professionals at 23.1%). On the median measure they ranked seventh, with earnings growth of 22.0%. Male HE teachers ranked third out of ten groups on each measure. At the median they recorded growth of 22.3%, (just behind ‘all employees’ at 22.7% but ahead of all professionals at 21.4% and secondary teachers at 20.0%). At the mean they recorded a 23.6% increase (behind secondary teachers on 28.5% but ahead of all professionals on 21.7% and ‘all employees’ on 23.1%).

In summary the results show that both male and female HE teachers recorded earnings increase ahead of most comparator groups over the period 2001-8. Over the shorter period starting in 2002 men recorded increases ahead of most comparators, while women recorded increases which were at or slightly below those of most comparators.

Hourly earnings measures for full-timers are summarised on Tables 4.7 (median) and 4.8 (mean). The figures for 2001-8 show that HE teachers recorded the highest increase at the median (at 31.8%, compared with 30.8% for ‘all employees’, 23.4% for all professionals and 18.0% for secondary teachers) and the fourth highest at the mean (at 30.3% compared with 31.0% for ‘all employees’, 26.4% for all professionals and 26.3% for secondary teachers). For 2002-8, HE teachers recorded the third highest increase of ten groups at the median (17.5% compared with 25.2% for all employees, 18.6% for all professionals and 15.4% for secondary teachers, for example) and the fifth highest at the mean (22.1% comparing with 24.4% for ‘all employees’, 20.5% for all professionals and 24.2% for secondary teachers).

Broadly, the ‘all employees’, all public sector and all private sector groupings recorded the highest increases on the hourly measures, which had not been the case on the annual earnings measures. In contrast, ‘all professionals’ and some of the other teaching groups recorded lower increases on hourly than annual measures. We can conclude that *recorded* working hours reduced slightly for non-professionals in the broader economy, while this was not necessarily the case for teaching professionals. As has been noted earlier, recorded and actual working hours may not be the same.

## Part-time employees

Tables 4.9 and 4.10 present hourly earnings increase for part-timers. It is evident that hourly earnings growth for part-timers is significantly greater than for full-timers (as reported in Tables 4.7 and 4.8) for virtually all of the groups shown (at the median, for example, HE teachers record an increase 2002-8 of 35.9% for part-timers and 23.9% for full-timers).

On both the median and mean measures HE teachers record the second greatest increase of all groups for 2001-8. At the median earnings growth was 38.9% (against 36.3% for all employees, 34.3% for all professionals and 34.8% for secondary teachers). Mean earnings growth for HE teachers was 42.6%, compared with 42.6% for all employees, 40.2% for all professionals and 39.3% for secondary teachers.

For the period 2002-8 HE teachers ranked third out of the ten groups considered. At the median earnings growth was 35.8% (against 31.1% for all employees, 30.8% for all professionals and 36.1% for secondary teachers). At the mean, HE teachers recorded marginally lower earnings growth of 35.5%, compared with 33.6% for all employees, 31.1% for all professionals and 36.5% for secondary teachers. On all four of these indices the highest earnings growth was recorded by the broad public sector. This may reflect rising minimum wages alongside an increase in part-time working amongst professionals.

## Summary

Since Section 4 consists of a number of large tables it is worth distilling some of the key points.

We have used 12 measures over the period 2001-8 and the same number for 2002-8. For the longer period, HE teachers recorded the highest increase out of seven groups on seven of the 12 measures, the second highest on two measures, the third highest on one and the fourth highest on two. We can conclude unequivocally that over this period the group recorded an earnings increase that was ahead of comparators.

For the period 2002-8 we were able to observe nine comparator groups (for three of these reliable statistics were not available for 2001). Of the ten groups, HE teachers recorded the highest increase in two cases, the third highest in five cases, the fourth, fifth and sixth highest on one measure each, and the seventh twice. On average, the group ranked third out of ten. Broader groups such as the wider public sector and all employees recorded larger increases on several of the measures, indicating the effect of increasing earnings of the lower paid (which is also evident in the wider HE sector, as other appendices show).